

EXHIBIT 42

IN THE UNITED STATES DISTRICT COURT
FOR THE
NORTHERN DISTRICT OF CALIFORNIA

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NEELAM SANDHU,

Plaintiff,

VS.

CASE NO:
24-CV-02002-SK

BLACKBERRY CORPORATION, et al,

Defendants,

_____ /

VIDEOTAPED VIDEOCONFERENCE
DEPOSITION OF
MARJORIE DICKMAN
SEPTEMBER 11, 2025

Reported by: MYRA A. PISH, RPR, CSR #11613

<p>Page 2</p> <p>1 IN THE UNITED STATES DISTRICT COURT</p> <p>2 FOR THE</p> <p>3 NORTHERN DISTRICT OF CALIFORNIA</p> <p>4</p> <p>5 ---o0o---</p> <p>6</p> <p>7 NEELAM SANDHU,</p> <p>8 Plaintiff,</p> <p>9 VS. CASE NO:</p> <p>24-CV-02002-SK</p> <p>10 BLACKBERRY CORPORATION, et al,</p> <p>11 Defendants,</p> <p>12</p> <p>13</p> <p>14 VIDEOTAPED VIDEOCONFERENCE deposition of Marjorie</p> <p>15 Dickman, commencing at the hour of 9:06 a.m, Thursday,</p> <p>16 September 11, 2025, held remotely, before Myra Pish,</p> <p>17 Certified Shorthand Reporter in and for the State of</p> <p>18 California.</p> <p>19</p> <p>20 ---o0o---</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>Page 3</p> <p>1 APPEARANCES:</p> <p>2 FOR THE PLAINTIFF:</p> <p>3 GOMERMAN BOURN & ASSOCIATES</p> <p>4 BY: ANTHONY TARTAGLIO, ESQ.</p> <p>5 MARIA BOURN, ESQ.</p> <p>6 825 VAN NESS AVENUE, SUITE 502</p> <p>7 SAN FRANCISCO, CALIFORNIA 94109</p> <p>415.545.8608</p> <p>Tony@gobolaw.com</p> <p>FOR THE DEFENDANTS, BLACKBERRY CORPORATION:</p> <p>8</p> <p>9 MUNGER, TOLLES & OLSON, LLP</p> <p>10 BY: LAUREN BECK, ESQ.</p> <p>11 350 S. GRAND AVENUE, FLOOR 50</p> <p>12 LOS ANGELES, CALIFORNIA 90071</p> <p>213.683.9576</p> <p>Lauren.Beck@mto.com</p> <p>FOR THE WITNESS, MARJORIE DICKMAN:</p> <p>13</p> <p>14 EMPLOYMENT LAW GROUP</p> <p>15 BY: BRIANA SCHOLAR, ESQ.</p> <p>16 1717 K STREET, NW, SUITE 1110</p> <p>17 WASHINGTON, D.C. 20006</p> <p>202.331.3911</p> <p>bscholar@employmentlawgroup.com</p> <p>ALSO PRESENT:</p> <p>18</p> <p>19 JACQUELINE HIOCO, VIDEOGRAPHER</p> <p>20 LINDSAY SKYERS</p> <p>21 MARGARET MAYO</p> <p>22 ---o0o---</p> <p>23</p> <p>24</p> <p>25</p>
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<p style="text-align: right;">Page 6</p> <p>1 VIDEOTAPED VIDEOCONFERENCE</p> <p>2 DEPOSITION OF MARJORIE DICKMAN</p> <p>3 THURSDAY, SEPTEMBER 11, 2025</p> <p>4 --oOo--</p> <p>5 THE VIDEOGRAPHER: Good morning. We are going</p> <p>6 on the video record at 9:06 a.m., on Thursday,</p> <p>7 September 11th, 2025. This is the video deposition of</p> <p>8 Marjorie Dickman, taken by the plaintiff, in the matter</p> <p>9 of Neelam Sandhu versus BlackBerry Corporation, et al.,</p> <p>10 filed in the United States District Court for the</p> <p>11 Northern District of California. Case number</p> <p>12 24-CV-02002-SK.</p> <p>13 This deposition is being held via Zoom</p> <p>14 videoconference. My name is Jacqueline Hioco, a notary</p> <p>15 public in and for the state of California. Today's</p> <p>16 reporter is Myra Pish, CSR number 11613. We are both</p> <p>17 with the firm Talty Court Reporters, Incorporated, with</p> <p>18 offices in San Jose, California.</p> <p>19 Please note that we will remain on the video</p> <p>20 record until all parties have agreed to go off.</p> <p>21 Before we proceed, I will ask counsel to state</p> <p>22 their appearance and affiliation for the record, starting</p> <p>23 with the noticing attorney.</p> <p>24 MR. TARTAGLIO: For the plaintiff, you have</p> <p>25 Anthony Tartaglio from the Gomeran, Bourn law firm.</p>	<p style="text-align: right;">Page 7</p> <p>1 It's possible that the client herself will be observing,</p> <p>2 by which I mean the plaintiff -- and it's also possible</p> <p>3 that Maria Bourn from my office might also hop in and</p> <p>4 observe.</p> <p>5 MS. BECK: This is Lauren Beck with Munger,</p> <p>6 Tolles & Olson, for defendant BlackBerry Corporation.</p> <p>7 I'm also joined on the line by Margaret Mayo and Lindsay</p> <p>8 Skyers, who are both in-house at BlackBerry.</p> <p>9 MS. SCHOLAR: This is Briana Scholar, of The</p> <p>10 Employment Law Group, on behalf of the witness, Marjorie</p> <p>11 Dickman.</p> <p>12 THE VIDEOGRAPHER: Thank you. Will the court</p> <p>13 reporter please administer the oath, then counsel may</p> <p>14 proceed.</p> <p>15 THE COURT REPORTER: My name is Myra Pish. I'm</p> <p>16 a certified shorthand reporter in the state of</p> <p>17 California. My license number is 11613.</p> <p>18 Ms. Dickman, if you will please raise your right</p> <p>19 hand.</p> <p>20 MARJORIE DICKMAN,</p> <p>21 called as a witness by and on behalf</p> <p>22 of the Plaintiff, being first duly</p> <p>23 sworn, was examined and testified as</p> <p>24 follows:</p> <p>25 ///</p>
<p style="text-align: right;">Page 8</p> <p>1 EXAMINATION</p> <p>2 BY MR. TARTAGLIO:</p> <p>3 Q. Good morning, Ms. Dickman.</p> <p>4 A. Good morning.</p> <p>5 Q. Since you live outside of California, it's</p> <p>6 pretty likely that if this case goes to trial that we'll</p> <p>7 be playing this video instead of having you testify live,</p> <p>8 so I don't know if that really changes anything, but just</p> <p>9 wanted you to be aware of that fact. Okay? All right.</p> <p>10 So, I believe you are an attorney, right?</p> <p>11 A. Yes. Nonpracticing.</p> <p>12 Q. So, I have a list of admonitions that normally I</p> <p>13 walk through that takes five to ten minutes to explain</p> <p>14 how the deposition process works. I am -- I'm totally</p> <p>15 happy to go through that list with you if you would like,</p> <p>16 but if you already feel comfortable with the deposition</p> <p>17 process, I can skip those. So, your choice.</p> <p>18 A. I'd say you should please go through those. I</p> <p>19 have never been, you know, this is my first time doing a</p> <p>20 deposition, as well as, you know, never been involved in</p> <p>21 litigation, so...</p> <p>22 Q. All right. That's fine.</p> <p>23 Do you understand that the oath you just took is</p> <p>24 similar to the oath that you would take if you testified</p> <p>25 in court?</p>	<p style="text-align: right;">Page 9</p> <p>1 A. Yes.</p> <p>2 Q. Because we have a court reporter who is writing</p> <p>3 down our conversation, it's important that we try not to</p> <p>4 speak over each other and have just one person talking at</p> <p>5 any given time, okay?</p> <p>6 A. Sure.</p> <p>7 Q. Your answers will need to be verbal, even though</p> <p>8 in ordinary conversation often times we respond with</p> <p>9 nonverbal cues, but for today's purposes, for example,</p> <p>10 you can't answer just by shaking your head, you will have</p> <p>11 to say "no". So you will have to make sure that your</p> <p>12 responses are verbal so that our stenographer can type</p> <p>13 your answer. Okay?</p> <p>14 A. Okay.</p> <p>15 Q. The court reporter might interrupt us from time</p> <p>16 to time, ask us to slow down, ask us "what was that last</p> <p>17 part", that sort of thing. That happens pretty commonly.</p> <p>18 And if that happens, I'm going to do my best to help the</p> <p>19 court reporter get a good record. Hopefully, you can do</p> <p>20 the same. You can ask for questions to be read out to</p> <p>21 you if you -- you missed part of it.</p> <p>22 So, if you have any questions about how to get a</p> <p>23 good record let me know, but hopefully we can make that</p> <p>24 happen today, okay?</p> <p>25 A. Thank you.</p>

<p style="text-align: right;">Page 26</p> <p>1 political campaign law, antitrust law.</p> <p>2 Q. And after that four or five-year stint, did you</p> <p>3 continue practicing law or did you pivot to some other</p> <p>4 kind of work?</p> <p>5 A. I pivoted to other -- so I moved from a law firm</p> <p>6 to private practice, but I still have my law license as</p> <p>7 active.</p> <p>8 Q. And you worked at BlackBerry for awhile, I take</p> <p>9 it?</p> <p>10 A. 5 years after 16 years at Intel Corporation.</p> <p>11 Q. And when you left Intel Corporation, what was</p> <p>12 your job title, if you remember?</p> <p>13 A. Global director and associate general counsel.</p> <p>14 Q. And then you moved to BlackBerry after working</p> <p>15 at Intel for 16 years; is that right?</p> <p>16 A. Yes, sir.</p> <p>17 Q. Do you recall when you started work for --</p> <p>18 working for BlackBerry? Estimate is okay, it doesn't</p> <p>19 have to be the exact date.</p> <p>20 A. I actually, I believe it was March 4th, 2020,</p> <p>21 because it was about a week, two weeks before COVID.</p> <p>22 Q. Wow. And when you joined BlackBerry, what was</p> <p>23 your job title, if you recall?</p> <p>24 A. A chief government affairs and public policy</p> <p>25 officer.</p>	<p style="text-align: right;">Page 27</p> <p>1 Q. Did you provide legal advice as part of your --</p> <p>2 well, let me ask it this way.</p> <p>3 As part of your formal job duties, was it</p> <p>4 expected that you would provide legal advice on a regular</p> <p>5 basis?</p> <p>6 A. No. It was expected that I would, similar to</p> <p>7 Intel, I would use my -- you know, when Mr. Chen hired</p> <p>8 me, I think he valued the fact that I was a lawyer,</p> <p>9 because running global government affairs, you need to</p> <p>10 understand the law to understand legislation and</p> <p>11 regulation, which it was my job to, you know, advocate on</p> <p>12 behalf of the company, as well as geopolitics. And so to</p> <p>13 that extent. But I was not in, you know, I was not the</p> <p>14 general counsel.</p> <p>15 Q. Did your job titles change at some point during</p> <p>16 your work at BlackBerry or did you have the same job</p> <p>17 title the whole --</p> <p>18 A. Same title. I was C-suite. Typically in</p> <p>19 C-suite, your job title doesn't really change that much.</p> <p>20 Q. And are you able to remember about when you left</p> <p>21 BlackBerry?</p> <p>22 A. Yes, sir.</p> <p>23 Q. And when would that be?</p> <p>24 A. End of February, with three months of advisor to</p> <p>25 CEO after that.</p>
<p style="text-align: right;">Page 28</p> <p>1 Q. And would that be 2024?</p> <p>2 A. No, that would be this year, because we're</p> <p>3 August. That would be this year.</p> <p>4 Q. Oh. So it was February of 2025 when you left?</p> <p>5 A. Yes, sir.</p> <p>6 Q. So --</p> <p>7 A. So exactly five years.</p> <p>8 Q. And since leaving BlackBerry, have you gotten a</p> <p>9 new job?</p> <p>10 A. Full-time, no. But I have been appointed to a</p> <p>11 corporate board, and -- I'll stop there.</p> <p>12 Q. And is that public information which board you</p> <p>13 worked for?</p> <p>14 A. Oh, yeah. Oh, yeah.</p> <p>15 Q. Which company is that, then?</p> <p>16 A. It's called Pivotal Aero -- P-I-V-O-T-A-L,</p> <p>17 A-E-R-O, LLC. There was a -- there was a press release.</p> <p>18 Q. So the plaintiff in this case is Neelam Sandhu,</p> <p>19 which you probably already know, but, so I'm going to a</p> <p>20 few questions now about your interactions with</p> <p>21 Ms. Sandhu.</p> <p>22 In your interactions with her, did you find her</p> <p>23 to be competent at performing her job?</p> <p>24 A. So for context, I interacted with her very</p> <p>25 little. So, she was in sales like Mr. Giamatteo, and she</p>	<p style="text-align: right;">Page 29</p> <p>1 was also in San Ramon. I was in Washington, D.C., so my</p> <p>2 interactions with her were very limited. And I also</p> <p>3 wasn't her supervisor, so I really didn't have a, you</p> <p>4 know, I wasn't evaluating her competence.</p> <p>5 Q. And for the benefit of the jury, what, at a high</p> <p>6 level, would you -- are the general job duties of a</p> <p>7 government affairs official within BlackBerry?</p> <p>8 A. To lead -- my job was to lead global engagements</p> <p>9 with governments.</p> <p>10 Q. And was there something about government</p> <p>11 customers that required distinctive skill set, do you</p> <p>12 think?</p> <p>13 A. Do I th -- can you rephrase the question?</p> <p>14 Q. Sure. What was your understanding of why there</p> <p>15 was a separate business unit for, or a separate group of</p> <p>16 people focused on government customers, when there was</p> <p>17 already, you know, other -- other business units and</p> <p>18 sales units and so forth?</p> <p>19 A. Oh, because it does -- it does require a very</p> <p>20 special niche skill set. I mean, it's something you</p> <p>21 know, I have a degree in, I studied at LSE, and I -- most</p> <p>22 if not -- most public companies have a government affairs</p> <p>23 organization because there are certain ways that -- it --</p> <p>24 kind of accepted ways to interact with government. It's</p> <p>25 like any other kind of industry.</p>

<p style="text-align: right;">Page 42</p> <p>1 MS. SCHOLAR: Objection to the extent the 2 question is vague and calls for speculation. 3 MS. BECK: BlackBerry joins that objection. 4 MR. TARTAGLIO: I can -- I can rephrase it. 5 Did you ever see John Giamatteo do anything you 6 thought was sexist towards women? 7 THE WITNESS: I never saw him hit on a woman, 8 no. Like, hit on an employee. No. 9 BY MR. TARTAGLIO: 10 Q. And I'll represent to you that in California, 11 the law is such that if women are mistreated in a way 12 that is not sexual, that can still be unlawful, 13 potentially. And so putting aside, you know, sexual 14 overtures, that sorta thing, did you ever observe John 15 Giamatteo behave in a way that you thought was sexist 16 towards women? 17 MS. BECK: Object to form. Objection to the 18 extent that it calls for a legal conclusion. 19 THE WITNESS: What do I do? 20 MS. SCHOLAR: You can answer the question. 21 THE WITNESS: Okay. What was the question? Can 22 you restate the question again? 23 MR. TARTAGLIO: Yeah. The question is, I'll 24 represent to you that it doesn't have necessarily be 25 sexual in nature, sexual harassment or sex</p>	<p style="text-align: right;">Page 43</p> <p>1 discrimination. 2 Did you ever see Mr. Giamatteo behave in a way 3 that you thought was sexist towards women? 4 MS. BECK: Same objections. 5 MR. TARTAGLIO: I'll give you an example. 6 Sometimes when there's a group of people, and 7 let's say there's one woman in the group, and the woman 8 is always told to go get coffee for the group. It's not 9 a sexual overture, but that might be construed as sexist. 10 Sometimes female attorneys will come to a 11 deposition and they are asked, "Oh, are you the court 12 reporter today?" I have never been asked that question. 13 My wife has been asked that question many times. 14 THE WITNESS: I was asked that question early in 15 my career. 16 MR. TARTAGLIO: Yeah. So those are not 17 necessarily overtly sexual in nature, but a lot of women 18 would consider that to be sexist. 19 So with that little speech in your mind, did you 20 observe anything that Giamatteo did that you thought was 21 potentially sexist? 22 MS. BECK: Object to -- to -- to form. Object 23 to form. 24 THE WITNESS: I didn't observe him ask any, a 25 woman to, other than his EA, to bring him coffee, going</p>
<p style="text-align: right;">Page 44</p> <p>1 to your example. 2 MR. TARTAGLIO: Yeah. And that was just an 3 example. But can you think of any -- anything else along 4 those lines you observed where you thought, oh, you know, 5 why -- why is he asking her to do that? Why is he 6 talking like that to her? 7 Well, that was pretty vague. I'll move on. 8 Did you ever observe any of Mr. Giamatteo's 9 co-workers behave in a way that was sexist and that you 10 thought that Mr. Giamatteo should have intervened and put 11 a stop to it? 12 MS. BECK: Object to form. 13 THE WITNESS: I think the dinner to which I 14 referred. 15 BY MR. TARTAGLIO: 16 Q. And except for the dinner, can you think of any 17 other examples along those lines? 18 A. Coworkers. Can you be specific to a specific 19 coworker? 20 Q. Well, I'll ask a more generally -- 21 A. This is over six months ago for me, so I'm kind 22 of -- remembering all my BlackBerry coworkers is, was or 23 is, you know, is -- 24 Q. Just generally, did you see a situation in which 25 you saw someone behave in a way that was sexist and</p>	<p style="text-align: right;">Page 45</p> <p>1 Giamatteo, Mr. Giamatteo, knew about it and did not 2 intervene? 3 Can you remember anything like that? 4 MS. SCHOLAR: Objection to the extent that it's 5 vague and calls for speculation. 6 MS. BECK: BlackBerry joins. 7 THE WITNESS: Do I answer? 8 MS. SCHOLAR: Yes. You can answer. Unless I 9 instruct you not to answer, you can answer the question. 10 THE WITNESS: Okay. Sorry. 11 If I -- if I did -- I don't recall. I generally 12 didn't watch observations with others. More focused on 13 my team, and kind of company. 14 Also, I was, again, I was removed. I was, you 15 know, based out of Washington, so there wasn't a time 16 that I was physically in the same place as him are 17 very -- or very limited. 18 BY MR. TARTAGLIO: 19 Q. Did you ever meet -- could be virtually, could 20 be in person -- did you ever meet with Richard Lynch? 21 A. Yes. 22 Q. Approximately how frequently would you meet with 23 Mr. Lynch? 24 A. Very little. He was interim CEO. Maybe a 25 couple -- couple of meetings.</p>

<p style="text-align: right;">Page 46</p> <p>1 Q. Did you have a one-on-one conversation with Mr. 2 Lynch after he became interim CEO? 3 A. I believe so. 4 Q. What do you remember from that meeting, if -- if 5 you remember it? 6 A. I don't really -- don't remember that much about 7 it. 8 Q. Did he say anything about whether your position 9 would continue to be within the company? 10 A. I don't remember. 11 MS. SCHOLAR: If this is a good time for a 12 break? I apologize, but is this a good time for a break? 13 Or in the next few minutes, if you don't mind, if we can 14 take a break. 15 MR. TARTAGLIO: That's fine. Let's come back at 16 10:15 our time, if that works for everyone. 17 MS. SCHOLAR: Sure. 18 THE VIDEOGRAPHER: We are now off the record. 19 The time is 10:09 a.m. 20 (Whereupon, a break was taken.) 21 THE VIDEOGRAPHER: We are now back on the 22 record. 23 The time is 10:16 a.m. 24 BY MR. TARTAGLIO: 25 Q. Ms. Dickman, I'll ask you to download Exhibit 5,</p>	<p style="text-align: right;">Page 47</p> <p>1 which I just put in chat. 2 A. Yes, sir. 3 Q. And while you are reviewing that, I'll -- well, 4 first I'll let you know that these e-mails, you have to 5 go to the bottom of the chain and then kinda work your 6 way to the top. 7 It starts at -- Exhibit 5 starts at exhibit -- 8 or Bates number BB 1312255 and goes to 12258. 9 A. Sure. 10 (Thereafter, Exhibit Number 5 was 11 marked for identification.) 12 THE WITNESS: Is it all Exhibit 5? 13 MR. TARTAGLIO: Yeah. It's, I think, four 14 pages. 15 THE WITNESS: Okay. 16 MR. TARTAGLIO: A couple of e-mails. 17 THE WITNESS: Yes, sir. Okay. 18 BY MR. TARTAGLIO: 19 Q. Are you ready to discuss this exhibit? 20 A. Sure. 21 Q. Okay. Well, there's a lot of acronyms and 22 inside speak, but, so I'm not going to go through all of 23 it. But what does ITB stand for? 24 A. ITB is the policy, it's a Canadian government 25 policy where if you take, if, say, a defense contractor</p>
<p style="text-align: right;">Page 48</p> <p>1 wins, a non-Canadian contractor, wins a defense contract, 2 they have to, at a high level, turn around and spend the 3 amount of that defense contract with Canadian companies. 4 Q. And during these discussions of ITB, do you 5 think that Ms. Sandhu overstepped her -- her lane a 6 little bit? 7 A. I don't know if she overstepped. This is kind 8 of the miss -- one, you know, the miscommunication I was 9 referring -- to which I was referring. 10 Yeah. This is where, you know, my staff called 11 me, and he -- he was very upset. He felt this project we 12 had been working on for, you know, I had been leading and 13 he had been working on, had been -- and I had actually 14 presented to, you know, John Chen in my first, like, six 15 months or year, and got all these internal approvals for, 16 and was running a cross-functional team on this -- and so 17 he -- he essentially called me and said this ITB project 18 is being taken away from us, from, you know, government 19 affairs leadership. 20 And this was, is what I was referring to before. 21 My response to him was, let me get the facts. Let's 22 don't, you know, don't engage. Let's not, you know, 23 increase the drama, let me get the facts first. 24 So I reached out to Neelam and kind of just, you 25 know, tried to start it with a positive. And then, you</p>	<p style="text-align: right;">Page 49</p> <p>1 know, I'm reaching out to cover any potential 2 misunderstanding, right? I didn't know -- and what I 3 came to find out, is that Ms. -- I believe Ms. Sandhu and 4 Mr. Giamatteo, and I don't know who else was involved, 5 had -- MAP was our internal policies and guidelines, and 6 they had restructured which clients, which customers 7 belonged to who, and I -- I did not know about that. 8 And -- and, first of all, I spoke with, you 9 know, to get the facts, I spoke with my boss. And I 10 said, "Hey, this project that you -- that I, you know, 11 pitched, that I have been leading for two years, did you 12 take this project away from my, you know, leadership and 13 my team?" And he said, "No. Where did you get that?" 14 And I told him, you know, and -- so basically he 15 said just send an e-mail. So I sent this e-mail in his 16 direction. He said send an e-mail to Neelam, CC me and 17 Steve. So I'm getting now at this point, that Steve was 18 probably involved in that divvying up. I was not 19 involved, like I said, with the divvying up with the 20 customers. Send an e-mail to Steve and I, and, you know, 21 send an e-mail to Neelam, CC Steve and I, and, you know, 22 just -- and that's exactly what I did. 23 And that's -- that's what this is all referring 24 to. 25 Q. And was it your interpretation that Ms. Sandhu</p>

<p style="text-align: right;">Page 50</p> <p>1 was trying to take over this project or was she just 2 trying to have her team assist in the project? 3 MS. SCHOLAR: Objection to the extent it calls 4 for speculation. 5 MS. BECK: BlackBerry joins. 6 THE WITNESS: And my laptop says it's time to 7 restart. I can say not right now. 8 What is the question? 9 MR. TARTAGLIO: Did you interpret the, 10 Ms. Sandhu's actions, as trying to take over the project 11 or more like her team wanted to be involved in the 12 project? 13 I lost the witness it looks like. 14 THE WITNESS: It wouldn't have made -- it just 15 wouldn't have made sense, but -- 16 MR. TARTAGLIO: I missed the first part of your 17 answer, by the way. 18 THE WITNESS: You know, my staff knew she was 19 trying to take it over. 20 BY MR. TARTAGLIO: 21 Q. Okay. 22 A. That's why he called me up. You know, that's -- 23 that's why -- 24 Q. You're frozen on my screen. Is that the same 25 for everyone else?</p>	<p style="text-align: right;">Page 51</p> <p>1 MS. BECK: It is. Should we go off the record, 2 Tony? 3 MR. TARTAGLIO: Yeah. Let's do that. 4 THE WITNESS: Bri, can you help me? 5 THE VIDEOGRAPHER: Give me one moment. 6 We are now off the record. The time is 7 10:22 a.m. 8 (Off the record for technical issues.) 9 THE VIDEOGRAPHER: We are now on the record. 10 The time is 10:22 a.m. 11 BY MR. TARTAGLIO: 12 Q. Did this interaction with Ms. Sandhu over ITB 13 leave any hard feelings for you towards Ms. Sandhu? 14 A. No. It's just per, you know, it's just, you 15 have misunderstandings within, this happens. So, it's my 16 job as, you know, the manager, to reach out and try to 17 get the facts. And once you get the facts, you can often 18 clear things up. 19 Q. I'm going to put another exhibit in chat. This 20 will be Exhibit 6. 21 (Thereafter, Plaintiff's Exhibit 22 Number 6 was marked for 23 identification.) 24 BY MR. TARTAGLIO: 25 Q. And, for the record, this is produced at BB13</p>
<p style="text-align: right;">Page 52</p> <p>1 several trailing zeroes, and then 23978, and it's two 2 pages, so it goes to 23979. 3 A. Okay. Let me read this. One second, please. 4 11/14/23. Okay. Yes, sir. 5 Q. And -- so are you done reading this? 6 A. Yes, sir. 7 Q. Okay. So this appears to be an e-mail from 8 yourself to Dick Lynch, correct? 9 A. Yes, sir. 10 Q. And do you have any reason to doubt that this is 11 an authentic copy of an e-mail from yourself to Dick 12 Lynch? 13 A. No, sir. 14 Q. And was this e-mail sent around the time Dick 15 Lynch was the interim CEO for BlackBerry? 16 A. It appears so. 17 Q. And the second sentence of your e-mail says, "I 18 greatly appreciate your candor and commitment to making 19 the necessary changes to improve the company." 20 Do you remember what kind of changes to the 21 company you discussed with Mr. Lynch? 22 A. Probably financial. I mean, the company was in 23 a difficult position. 24 Q. Did you discuss -- sorry, what was that? 25 A. The company -- I believe it was financial.</p>	<p style="text-align: right;">Page 53</p> <p>1 Q. Did you discuss with Mr. Lynch potentially 2 eliminating certain roles within the company? 3 A. No. He wouldn't have discussed that with me. 4 Q. And then, the couple of sentences in, the e-mail 5 talks about discussing your career, aspirations, and 6 having a larger role within the BlackBerry -- or within 7 BlackBerry. 8 Do you remember what that discussion was about? 9 A. I think that was me stating, you know, I have a 10 much larger skill set than, you know, than this, you 11 know, government, you know, this niche. You know, when I 12 was in Intel, I was used in a much broader way. 13 And I -- so I think that's discussing, you know, 14 so he becomes my current manager as the interim CEO, he's 15 also the chairman of the board, so I'm stating my career 16 aspirations and positivity, you know, positivity looking 17 forward. 18 Q. Did Mr. Lynch discuss with you whether you have 19 a future role within the company? 20 A. I'm going to say -- 21 Q. Don't speculate. 22 A. Oh, okay. I'd have to speculate. 23 Q. Okay. Then I'll ask my next question. 24 And if we look down the list, there's, the third 25 bullet point down, a discussion about CMO not doing a</p>

<p style="text-align: right;">Page 54</p> <p>1 press release.</p> <p>2 A. Yeah.</p> <p>3 Q. Who is the CMO?</p> <p>4 A. It would be either Mark or -- it would have been</p> <p>5 Mark Wilson or Neelam. I don't know when the roles</p> <p>6 switched.</p> <p>7 Q. And I guess the gist of this is that it looks</p> <p>8 like the CMO missed an opportunity to get some good</p> <p>9 publicity for BlackBerry.</p> <p>10 Is that the gist of this?</p> <p>11 A. Yeah. And more than publicity, it was</p> <p>12 something, you know, very important to me as attracting</p> <p>13 and retaining women.</p> <p>14 BlackBerry at the, you know, C-suite level, you</p> <p>15 know, does not have a lot of women. And, you know, often</p> <p>16 I remember this, you know, when I was a, you know, in my</p> <p>17 junior years, and even, you know, midlevel management</p> <p>18 years, when you look up to the C-suite, you want to see</p> <p>19 yourself and that there's opportunity.</p> <p>20 And so I have always been a big advocate of, you</p> <p>21 know, mentoring women, you know --</p> <p>22 My laptop just turned off. I'm sorry, did -- my</p> <p>23 laptop turned off for me, did it turn off for you?</p> <p>24 Q. I can still hear you.</p> <p>25 A. Okay. So I have always been a big advocate of,</p>	<p style="text-align: right;">Page 55</p> <p>1 you know, mentoring women, attracting and retaining</p> <p>2 women, and this was an opportunity. I had won this top</p> <p>3 100 most profitable women in Canada award, so there were,</p> <p>4 you know, they had various categories. One was a C-suite</p> <p>5 category, and I was one of the five in the C-suite</p> <p>6 category, as referred to in the bullet above.</p> <p>7 This gave us an opportunity to, for a very low</p> <p>8 cost -- what I wanted to do was buy a table at the gala.</p> <p>9 Canada does things right. It's a two-day event with a</p> <p>10 formal gala, and it is -- it's a big deal in Canada.</p> <p>11 And it was an opportunity to -- I wanted to</p> <p>12 bring nine up-and-coming women at BlackBerry, and just</p> <p>13 show the company's appreciation for these women, and also</p> <p>14 get these women, you know, excited about, you know, being</p> <p>15 at BlackBerry. And I was turned down multiple times.</p> <p>16 I ultimately got a yes. Because when it comes</p> <p>17 to advocating for women, you know, and, you know, I -- I</p> <p>18 thought this was, you know, kind of a -- it was an</p> <p>19 important thing to do, as well as a no-brainer.</p> <p>20 And, you know, I spent, before the event, you</p> <p>21 know, spoke with each of these women's managers, and</p> <p>22 sometimes their managers' managers. I did not know these</p> <p>23 women. Or -- or maybe I kinda knew one of them, I don't</p> <p>24 know.</p> <p>25 I really asked for, you know -- it wasn't my</p>
<p style="text-align: right;">Page 56</p> <p>1 list. I asked -- I believe I asked, I don't remember who</p> <p>2 for a list, probably HR, of up-and-coming strong --</p> <p>3 strong women at BlackBerry. And so I spent, you know,</p> <p>4 the day or day or two before the event, you know, in my</p> <p>5 free time, speaking to their manager managers, and</p> <p>6 getting information on them so that I could have, you</p> <p>7 know, speak to, you know, commend each of them one-on-one</p> <p>8 about something wonderful they are doing in BlackBerry.</p> <p>9 And, ultimately, like I said, I got a yes. We</p> <p>10 bought the table. And these women, you know, I offered</p> <p>11 myself as a mentor to these women, and many have -- the</p> <p>12 majority took me up on that.</p> <p>13 And it was -- I think I put it in a post on</p> <p>14 LinkedIn. It was probably my proudest moment at</p> <p>15 BlackBerry. It had nothing to do with winning the award.</p> <p>16 I just remember walking into the room and seeing the</p> <p>17 faces of those nine women with, you know, the BlackBerry</p> <p>18 logo on the table, and these women, you know, just</p> <p>19 cheering. And it -- it was just a proud moment for</p> <p>20 BlackBerry. And, you know, and these women told me it</p> <p>21 was a very -- that they were extremely happy to be</p> <p>22 invited to this event. They felt, you know, very</p> <p>23 special, and that was the goal.</p> <p>24 Q. Do you recall around this November 2023 time</p> <p>25 period, who in the BlackBerry C-suite was female?</p>	<p style="text-align: right;">Page 57</p> <p>1 A. The head of HR, myself, Neelam.</p> <p>2 Q. And do you recall anyone else?</p> <p>3 A. Oh gosh. I don't think so. Wait. I don't</p> <p>4 think so.</p> <p>5 Q. I'm going to move to the next exhibit now.</p> <p>6 (Thereafter, Plaintiff's Exhibit</p> <p>7 Number 7 was marked for</p> <p>8 identification.)</p> <p>9 MR. TARTAGLIO: So go ahead and read this one</p> <p>10 while I read a little information into the record.</p> <p>11 So Exhibit 7 has Bates number, it's a BlackBerry</p> <p>12 document, 23982 and it goes to 23987.</p> <p>13 THE WITNESS: I'm still trying to download.</p> <p>14 It's not downloading. They were all downloading, then it</p> <p>15 stopped. Do we have an IT person?</p> <p>16 MR. TARTAGLIO: I can send it by e-mail if you</p> <p>17 are having trouble downloading from the Zoom chat.</p> <p>18 MS. SCHOLAR: It would probably be easier if you</p> <p>19 sent all the exhibits by e-mail in advance, depending on,</p> <p>20 you know, when you are going to use them, and then we can</p> <p>21 just have them on the desktop.</p> <p>22 MR. TARTAGLIO: Okay. I'll send this to</p> <p>23 Ms. Scholar right now.</p> <p>24 MS. SCHOLAR: Do we want to go off the record</p> <p>25 for five minutes so I can get those together for her?</p>

<p style="text-align: right;">Page 74</p> <p>1 It's just, let's just be direct about what the situation 2 is, and then just work together to, you know, get the 3 right result. 4 In -- in an environment where women might be, 5 you know, viewed differently from men, that might -- that 6 type of directness, or, you know, just kind of -- men 7 can -- men could say the same thing that the women could 8 say in the exact same way that the women says it, and a 9 man would be praised for -- for it, a woman would be 10 chastised for it. 11 BY MR. TARTAGLIO: 12 Q. And can you think of an example at BlackBerry 13 where you received some blow back for communicating in a 14 way that you thought was -- was fine and would have not 15 raised any eyebrows had you been a man? 16 MS. BECK: Object to form. 17 MS. SCHOLAR: You can answer. 18 THE WITNESS: Not specifically. I -- I am 19 guessing that, you know, there probably was, but there's 20 nothing specific that comes to mind right now. 21 BY MR. TARTAGLIO: 22 Q. And this document goes on to talk about inequity 23 in pay. 24 What did you mean by that? 25 A. What it states.</p>	<p style="text-align: right;">Page 75</p> <p>1 Q. So did you believe that you were underpaid given 2 the value you provided to the company? 3 MS. BECK: Object to form. 4 THE WITNESS: What do I -- do I answer? 5 MS. SCHOLAR: You can answer. 6 THE WITNESS: Okay. What was the question 7 again? 8 MR. TARTAGLIO: Do you believe you were 9 underpaid given the value you provided to the company? 10 THE WITNESS: I definitely wasn't on the, you 11 know, for others that, you know, ran global government 12 affairs for tech companies and were lawyers and had my 13 decades of experience, it's debatable. 14 BY MR. TARTAGLIO: 15 Q. Do you believe that the compensation you 16 received, was it influenced by the fact that you are a 17 woman? 18 A. No. 19 Q. And so when you say "inequity", were you 20 referring to gender inequity about pay? 21 A. I don't know. 22 Q. This document refers to a conversation with you 23 and Nita White-Ivy about inequity in pay, right? 24 A. Yes. 25 Q. And do you remember -- do you remember that</p>
<p style="text-align: right;">Page 76</p> <p>1 conversation or communication with Ms. White-Ivy? 2 A. I don't. 3 Q. Did you ever receive any indication that 4 BlackBerry had investigated whether your pay was 5 inequitable? 6 A. I don't. The only conversation I remember 7 vividly is, before I started and she told me my whatever 8 box, the -- and I don't know what the HR word is for, you 9 know, it's whatever company it is, and it's arguable 10 whether that was the right box, you know, went from, you 11 know, my starting salary, what the number I started at to 12 a number -- my screen just went off. 13 Q. We can still see you. 14 THE WITNESS: Bri, it needs a password. 15 Yeah, so the only conversation that I recall is, 16 they were going to start me at the bottom end of that 17 box. The salary range of that box. But that I would 18 quickly be moved to the top of the box, and that didn't 19 necessarily happen. 20 BY MR. TARTAGLIO: 21 Q. And -- and then, this document goes on to have 22 some discussion of Ms. Sandhu, correct? 23 A. Yes. 24 Q. So did the MoFo investigators ask you about your 25 interactions with Ms. Sandhu? And here's the</p>	<p style="text-align: right;">Page 77</p> <p>1 distinction. 2 A. I'm guessing yes, because it's saying, "Dickman 3 stated that Sandhu has been the one exception." 4 Q. Yeah. And what I'm getting at is, do you recall 5 whether you were asked about Ms. Sandhu or is that 6 something you volunteered? 7 A. Oh, no, I was asked. I -- I don't think I would 8 just raise -- I don't know. I have to say honestly, I 9 don't know. Or, you know -- I don't know. And my -- 10 what I -- I'm speculating, but what I guess is that they 11 had asked some questions about Ms. Sandhu, and then, 12 so -- and I don't know if this was answered to a specific 13 question or that they had previously raised questions 14 about Ms. Sandhu, and then I, so I was then referencing 15 her. 16 Q. And then there's a statement here that, 17 "Ms. Sandhu has received more preferential treatment than 18 anyone." 19 Why did you think that? 20 A. I think what I was talking about was, I mean, 21 she was very close with Mr. Chen. And, you know, she had 22 less experience than, you know, others in the C-suite. 23 And I believe she had three different titles in three 24 years while I was there. I don't know if they were 25 promotions or -- or just new titles.</p>

<p style="text-align: right;">Page 82</p> <p>1 was someone right as I started at BlackBerry. 2 BY MR. TARTAGLIO: 3 Q. And what is the ethic reporting tool, if you 4 know? 5 A. I have no idea. I never used it. 6 Q. Was that a tool for reporting stuff going on 7 within the company that -- 8 A. I would assume it's, like, it's reporting ethic 9 complaints. I mean, I think I knew it existed in some 10 way, but I -- I never utilized it. 11 Q. And if we go down to the next paragraph, you are 12 quoted as saying, "she was surprised to be one of the 13 three women in the C-suite, and the other two were close 14 to John Chen." 15 So who were those other two you were thinking 16 of? 17 A. Ms. Sandhu and Ms. White-Ivy. 18 Q. And then you are also quoted as saying, "A lot 19 of women had left the company." 20 Do you know what you are referring to there? 21 A. I -- I can only surmise, you know, speculate 22 that in my time from joining the company to that point I 23 had seen women leave the company. I'm taking this from 24 the context of the statement. 25 Q. And then later you are quoted as saying that,</p>	<p style="text-align: right;">Page 83</p> <p>1 "Men and women were looked at very different when it came 2 to salary." 3 Do you know what you meant by that? 4 A. I don't. 5 Q. Do you think that men and women were assessed 6 differently in the manner in which they were paid? 7 MS. SCHOLAR: Objection to the extent it's 8 already been asked and answered. 9 You can answer. 10 MS. BECK: I'd also object that it calls for 11 speculation. 12 MR. TARTAGLIO: Yeah. And the distinction was, 13 my first question was whether you remember the context 14 when you said this. But now I'm just asking generally, 15 do you think that at BlackBerry, men and women were 16 looked at differently when this came to their salaries? 17 THE WITNESS: I'll go with my prior answer. 18 BY MR. TARTAGLIO: 19 Q. At some point you left the company, correct? 20 A. Correct. 21 Q. Was that departure voluntary? 22 A. No. 23 Q. Who, to your knowledge anyways -- well, strike 24 that. 25 Did anyone tell you who made the decision to</p>
<p style="text-align: right;">Page 84</p> <p>1 eliminate your position? 2 A. No. 3 Q. Who notified you that you would be leaving the 4 company? 5 A. John Giamatteo and Jenny C-H-R-O. 6 Q. And did you have an in-person meeting for that? 7 A. No. No. 8 Q. Was that over Zoom? 9 A. Yes. 10 Q. Or I guess it could be Teams, but I mean that 11 generically. Some sort of videoconferencing software? 12 A. Yes. 13 Q. Were you given an explanation for why you would 14 be leaving the company? 15 A. Yes. 16 Q. What was that explanation that was given? 17 A. That my function -- now that -- my function was 18 cut and the company -- I don't know what they said now. 19 But my function was no longer needed at my level. 20 Q. Do you -- well, strike that. 21 To your knowledge, has BlackBerry continued to 22 sell products to governments? 23 MS. SCHOLAR: Objection to the extent it calls 24 for speculation. 25 MS. BECK: Join that objection.</p>	<p style="text-align: right;">Page 85</p> <p>1 MS. SCHOLAR: You can answer. 2 THE WITNESS: Yes. 3 BY MR. TARTAGLIO: 4 Q. And was an explanation given as to why your role 5 was being eliminated, even though presumably BlackBerry 6 wanted to continue trying to sell to governments? 7 MS. BECK: Objection, form. Objection, 8 argumentative. You can answer. 9 THE WITNESS: No. 10 BY MR. TARTAGLIO: 11 Q. Were you told that there was some sort of 12 broader government restructuring that was -- or, not 13 government. Were you told that there was some broader 14 corporate restructuring that was going on? 15 A. I don't recall if -- if -- if I was, I don't 16 recall. If they did, I don't recall. 17 I recall the first part. It was a very quick 18 video call, and it was very surprising to me. 19 Q. Was your -- was your departure from the company 20 part of a larger wave of layoffs? 21 MS. SCHOLAR: Objection to the extent it calls 22 for speculation. 23 MR. TARTAGLIO: Well, let me put it this way. 24 Was there a wave of layoffs that happened around 25 the same time that you were told you were leaving the</p>

<p style="text-align: right;">Page 86</p> <p>1 company?</p> <p>2 THE WITNESS: Yes.</p> <p>3 BY MR. TARTAGLIO:</p> <p>4 Q. Were you told that your departure from the</p> <p>5 company was due to a performance issues on your part?</p> <p>6 A. I was -- it was -- no. No. No one said it was</p> <p>7 due to performance issues. And I don't see how it could</p> <p>8 have possibly been related to performance issues.</p> <p>9 Q. Did you ever get any sort of disciplinary write</p> <p>10 up while you were at BlackBerry?</p> <p>11 A. I don't -- I don't recall.</p> <p>12 Q. Well, to your knowledge, did you ever get any</p> <p>13 sort of disciplinary write up?</p> <p>14 A. No. I don't believe so. Disciplinary meaning</p> <p>15 that the -- I wasn't performing well?</p> <p>16 Q. I'll ask more specifically. Were you ever put</p> <p>17 on a performance improvement plan?</p> <p>18 A. Oh, absolutely not.</p> <p>19 Q. Were you ever reprimanded formally for some of</p> <p>20 your conduct? So, like a letter of reprimand, was that</p> <p>21 ever put in your HR file?</p> <p>22 A. I think -- so early on, yes.</p> <p>23 Q. And when you were notified that you would be</p> <p>24 leaving the company, were you told it was because you had</p> <p>25 some sort of disciplinary issues?</p>	<p style="text-align: right;">Page 87</p> <p>1 A. No. And I didn't have disciplinary issues. I</p> <p>2 was basically -- I mean, the -- it was a situation where</p> <p>3 an employee was basically trying to -- it was very early</p> <p>4 on, my first six months with BlackBerry -- my screen just</p> <p>5 went out -- and an employee was trying to avoid a bad</p> <p>6 review.</p> <p>7 And the claims were, I wrote a 60-page personal</p> <p>8 reply to it, because the claims were bogus. It was just</p> <p>9 a very obvious situation. This man did not want a bad</p> <p>10 review. He knew he had not performed well and that I had</p> <p>11 been covering for him. And I wasn't necessarily going to</p> <p>12 give him a bad review, but I wasn't going to give him a</p> <p>13 great review, and it was also, he was --</p> <p>14 Q. I think we might need to take a tech pause. I</p> <p>15 can't see your face anymore. Can others see</p> <p>16 Ms. Dickman's screen? It's black to me.</p> <p>17 Okay. Oh, you are back.</p> <p>18 A. Yeah. That would be, I mean -- it would be very</p> <p>19 odd to me if that had anything to do with it, because</p> <p>20 John Chen himself told me not to worry about it, that</p> <p>21 this was absolutely nothing, and that he understood the</p> <p>22 situation.</p> <p>23 Q. Do you feel as though the reason given for your</p> <p>24 departure from the company was -- was the true motivating</p> <p>25 factor for the company's decision?</p>
<p style="text-align: right;">Page 88</p> <p>1 MS. BECK: Objection to the extent it calls for</p> <p>2 a legal conclusion and for speculation.</p> <p>3 MS. SCHOLAR: Join those objections. You can</p> <p>4 answer.</p> <p>5 THE WITNESS: What's the question again? I'm so</p> <p>6 sorry.</p> <p>7 MR. TARTAGLIO: Yeah. Could you read it out,</p> <p>8 Ms. Pish?</p> <p>9 (Thereafter, the requested testimony</p> <p>10 was read by the court reporter.)</p> <p>11 THE WITNESS: Only they would know.</p> <p>12 BY MR. TARTAGLIO:</p> <p>13 Q. Do you feel that you were fired as retaliation?</p> <p>14 MS. SCHOLAR: Objection to extent it calls for</p> <p>15 speculation and for a legal conclusion.</p> <p>16 MS. BECK: Join.</p> <p>17 MS. SCHOLAR: You can answer.</p> <p>18 THE WITNESS: Only they would know.</p> <p>19 BY MR. TARTAGLIO:</p> <p>20 Q. Well, your attorney took the position that you</p> <p>21 were fired as retaliation, correct?</p> <p>22 THE WITNESS: Bri?</p> <p>23 MS. SCHOLAR: You can answer that question based</p> <p>24 on your knowledge of non-privileged communications, if</p> <p>25 you can answer.</p>	<p style="text-align: right;">Page 89</p> <p>1 THE WITNESS: I don't know.</p> <p>2 MR. TARTAGLIO: Okay. Well --</p> <p>3 MS. SCHOLAR: I'm sorry, this may be a good time</p> <p>4 before you move on if you are going to show an exhibit,</p> <p>5 to take a facilities break, and then I can fix the screen</p> <p>6 issue as well.</p> <p>7 MR. TARTAGLIO: All right. Let's take a quick</p> <p>8 break.</p> <p>9 THE VIDEOGRAPHER: We are now off the record.</p> <p>10 The time is 11:27 a.m.</p> <p>11 (Whereupon, a break was taken.)</p> <p>12 THE VIDEOGRAPHER: We are now back on the</p> <p>13 record. The time is 11:36 a.m.</p> <p>14 BY MR. TARTAGLIO:</p> <p>15 Q. I put Exhibit 9 into the chat.</p> <p>16 (Thereafter, Plaintiff's Exhibit</p> <p>17 Number 9 was marked for</p> <p>18 identification.)</p> <p>19 MR. TARTAGLIO: Please take a look at that.</p> <p>20 THE WITNESS: Yes.</p> <p>21 BY MR. TARTAGLIO:</p> <p>22 Q. And for the record, this is a document that</p> <p>23 states Confidential Separation Agreement and Release.</p> <p>24 Even though it says it's confidential, I</p> <p>25 downloaded it from the BlackBerry website. It was part</p>

<p style="text-align: right;">Page 102</p> <p>1 a – it was a rough situation.</p> <p>2 But this is, I mean, if I – if I may, this</p> <p>3 is – like I said at the beginning, this is my first</p> <p>4 deposition. And this is just – I would rather be at the</p> <p>5 dentist.</p> <p>6 This is antithetical to – sorry to break up a</p> <p>7 little here – to everything that I am. You know, I</p> <p>8 never talk about my prior company, including BlackBerry,</p> <p>9 in any way but positively in public.</p> <p>10 I talk about Mr. Giamatteo positively in public,</p> <p>11 as I would any prior employer, any, you know, prior</p> <p>12 manager. Any prior colleague, you know, and I'm sorry if</p> <p>13 I'm getting emotional. This is incredibly uncomfortable</p> <p>14 for me, because this is completely opposite to the person</p> <p>15 who I am. So just – sorry.</p> <p>16 MS. SCHOLAR: Why don't we take a break.</p> <p>17 THE WITNESS: Yeah.</p> <p>18 MR. TARTAGLIO: Okay. Let's take a break.</p> <p>19 THE VIDEOGRAPHER: We are now off the record.</p> <p>20 The time is 11:59 a.m.</p> <p>21 (Whereupon, a break was taken.)</p> <p>22 THE VIDEOGRAPHER: We are now back on the</p> <p>23 record. The time is 12:10 p.m.</p> <p>24 BY MR. TARTAGLIO:</p> <p>25 Q. Ms. Dickman, I want to try to zoom in on what it</p>	<p style="text-align: right;">Page 103</p> <p>1 is specifically you told Giamatteo about – Mr. Giamatteo</p> <p>2 – about feeling marginalized in the C-suite. So please,</p> <p>3 if you can, try to let us know what specifically you told</p> <p>4 him along those lines.</p> <p>5 MS. BECK: Object to form.</p> <p>6 MS. SCHOLAR: Object to the extent it</p> <p>7 mischaracterizes the record. You can answer.</p> <p>8 THE WITNESS: What I told – what I told him?</p> <p>9 BY MR. TARTAGLIO:</p> <p>10 Q. Yeah.</p> <p>11 A. I told him that I wanted to – that I wanted to</p> <p>12 be a part of the team. I wanted to contribute everything</p> <p>13 I could to BlackBerry, and I didn't feel like my skills</p> <p>14 were being leveraged anymore to the extent that I could</p> <p>15 contribute. And I, you know, I felt like an outsider. I</p> <p>16 felt like I was being – I wasn't being valued as part of</p> <p>17 the team.</p> <p>18 Q. Did you – well, strike that.</p> <p>19 Sorry. One second.</p> <p>20 And at that time, who were the women that were</p> <p>21 in the C-suite?</p> <p>22 A. Myself and the CHRO.</p> <p>23 Q. And the CHRO, that's the chief human resources</p> <p>24 officer?</p> <p>25 A. Yes.</p>
<p style="text-align: right;">Page 104</p> <p>1 Q. And that was someone who Mr. Giamatteo knew from</p> <p>2 before he came over to BlackBerry?</p> <p>3 A. Yeah. A long time.</p> <p>4 MS. BECK: Object to foundation.</p> <p>5 BY MR. TARTAGLIO:</p> <p>6 Q. Okay. So, at the time you had this conversation</p> <p>7 with Mr. Giamatteo, the only women in the C-suite were</p> <p>8 yourself and the human resources officer, who he knew</p> <p>9 before joining BlackBerry.</p> <p>10 Is that all accurate?</p> <p>11 A. Yes.</p> <p>12 Q. Did you tell Mr. Giamatteo that you felt as</p> <p>13 though you were not fitting in because you were a woman?</p> <p>14 A. I don't believe it was based – that I referred</p> <p>15 to being a woman.</p> <p>16 Q. Do you feel that you were marginalized because</p> <p>17 you are a woman?</p> <p>18 A. I'd be speculating as to what was in his head.</p> <p>19 Q. But I'm asking for your opinion.</p> <p>20 Do you feel like you are marginalized because</p> <p>21 you are not a man?</p> <p>22 A. I'd be speculating. I don't know.</p> <p>23 Q. About how much time elapsed – well, strike</p> <p>24 that.</p> <p>25 So, when you told this to Mr. Giamatteo about</p>	<p style="text-align: right;">Page 105</p> <p>1 feeling like you were not fitting in, was that one</p> <p>2 conversation or was that multiple conversations?</p> <p>3 A. There was one conversation.</p> <p>4 Q. And –</p> <p>5 A. You know, to try and kind of continue trying.</p> <p>6 And it was – it was after a second ELT business trip, I</p> <p>7 think within a few weeks of that, I raised it with him.</p> <p>8 Q. And so about how much time elapsed between the</p> <p>9 conversation with Mr. Giamatteo in which you said you</p> <p>10 felt like you were not fitting in, and you were told that</p> <p>11 you were going to be terminated from the company?</p> <p>12 A. Less than a year. Prob- – I mean, I don't</p> <p>13 know, somewhere between six – I want to guess around six</p> <p>14 months'ish.</p> <p>15 Q. We looked earlier at an exhibit showing that you</p> <p>16 had an interview with some lawyers from Morrison</p> <p>17 Foerster, correct?</p> <p>18 A. Yes, sir.</p> <p>19 Q. And you told Morrison Foerster, among other</p> <p>20 things, that you thought BlackBerry was a pretty</p> <p>21 challenging place for women; is that right?</p> <p>22 A. Yes, sir.</p> <p>23 Q. Did anyone at the company ever indicate to you</p> <p>24 that they knew that you had told the Morrison Foerster</p> <p>25 investigators that BlackBerry was a challenging place to</p>

<p style="text-align: right;">Page 106</p> <p>1 work for women?</p> <p>2 A. I'm trying to think. If they did, I don't</p> <p>3 recall anything specific. I don't recall it right now.</p> <p>4 Q. Did you ever receive any indication that your</p> <p>5 discussion with MoFo about BlackBerry having a</p> <p>6 challenging culture for women, did you receive any</p> <p>7 indication that that contributed to your being fired?</p> <p>8 MS. SCHOLAR: Objection to the extent that it's</p> <p>9 vague. You can answer.</p> <p>10 THE WITNESS: I -- no. They didn't tell me</p> <p>11 that's the reason.</p> <p>12 BY MR. TARTAGLIO:</p> <p>13 Q. And are you able to tell me what John Giamatteo</p> <p>14 was thinking when he decided to fire you?</p> <p>15 MS. SCHOLAR: Objection to the extent it calls</p> <p>16 for speculation and to form.</p> <p>17 MS. BECK: Joined.</p> <p>18 MS. SCHOLAR: You can answer the question.</p> <p>19 THE WITNESS: I would surmise -- I don't think</p> <p>20 it had anything to do with the -- if it was his mind,</p> <p>21 with the MoFo interview, because I didn't say anything</p> <p>22 negative about him in the MoFo interview. So, I wouldn't</p> <p>23 imagine that he would choose to fire me because of the</p> <p>24 MoFo interview.</p> <p>25 MR. TARTAGLIO: You did tell MoFo that</p>	<p style="text-align: right;">Page 107</p> <p>1 BlackBerry had a challenging culture for women, though,</p> <p>2 correct?</p> <p>3 THE WITNESS: Yes. But I also supported him.</p> <p>4 Prior to him becoming CEO, I said positive things about</p> <p>5 him in that same interview.</p> <p>6 BY MR. TARTAGLIO:</p> <p>7 Q. Can you rule out the possibility that John</p> <p>8 Giamatteo decided to fire you because you had told the</p> <p>9 MoFo investigators that BlackBerry had a --</p> <p>10 MS. BECK: Objection, calls for speculation.</p> <p>11 Argumentative. And form, sorry.</p> <p>12 MS. SCHOLAR: I join those objections.</p> <p>13 MR. TARTAGLIO: Can you rule out that</p> <p>14 possibility?</p> <p>15 THE WITNESS: I guess not.</p> <p>16 BY MR. TARTAGLIO:</p> <p>17 Q. Can you rule out the possibility that John</p> <p>18 Giamatteo fired you because you had a conversation with</p> <p>19 him in which you said you felt like you were not fitting</p> <p>20 in with the other executives?</p> <p>21 A. I wouldn't say --</p> <p>22 MS. SCHOLAR: I'm sorry, Lauren was speaking,</p> <p>23 and if Lauren wasn't, I was going to, so you go ahead,</p> <p>24 Lauren.</p> <p>25 MS. BECK: Same objections.</p>
<p style="text-align: right;">Page 108</p> <p>1 MS. SCHOLAR: Here as well. You can answer.</p> <p>2 THE WITNESS: And what was the question again?</p> <p>3 Sorry. I got -- with the objections, I forgot the</p> <p>4 question.</p> <p>5 MR. TARTAGLIO: Can you rule out the possibility</p> <p>6 that John Giamatteo fired you because you had told him</p> <p>7 you felt like you were not fitting in with the other</p> <p>8 executives?</p> <p>9 THE WITNESS: Yeah. And I don't think -- it</p> <p>10 wasn't not fitting in, it was -- it was, like, that</p> <p>11 wouldn't be the word I would use. It was, you know, they</p> <p>12 had their click, and, you know. It -- it sounds very odd</p> <p>13 at a C-suite level, but -- and, you know, the click was</p> <p>14 not open.</p> <p>15 Did I rule it out? I can't rule anything out.</p> <p>16 I'd say that would be more likely because it was reaction</p> <p>17 to that was not -- was an overreaction. I think that</p> <p>18 would be more likely than the MoFo interview that</p> <p>19 occurred, you know, way prior to that. I have no idea.</p> <p>20 You are asking me to, you know -- what was in</p> <p>21 his mind. I don't know what was in his mind.</p> <p>22 BY MR. TARTAGLIO:</p> <p>23 Q. And the click that existed around John</p> <p>24 Giamatteo, were there any women in the click besides the</p> <p>25 human resources officer?</p>	<p style="text-align: right;">Page 109</p> <p>1 A. No.</p> <p>2 Q. So the only woman in the click was the human</p> <p>3 resources officer?</p> <p>4 A. Yes. At the time I was there. But there was an</p> <p>5 interesting move that did not, you know, that did not</p> <p>6 escape my, you know -- a couple weeks before I was let</p> <p>7 go, he switched out his chief of staff essentially, to a</p> <p>8 woman.</p> <p>9 Q. Do you recall her name?</p> <p>10 A. Which would effectively keep -- if you call</p> <p>11 that -- her a member of the C-suite, that would</p> <p>12 effectively, if I'm gone, he still keeps the same number</p> <p>13 of women in the C-suite.</p> <p>14 I can't remember her name. I mean, it was two</p> <p>15 weeks, or, you know, it was very close to my end.</p> <p>16 Q. And if his chief of staff had not become a</p> <p>17 woman, then after you left, the only female officer in</p> <p>18 the C-suite would have been the HR officer, correct?</p> <p>19 A. Yeah, and she still was the only --</p> <p>20 MS. SCHOLAR: Object to the extent it's been</p> <p>21 asked and answered.</p> <p>22 THE WITNESS: Yeah. The CHRO was the only</p> <p>23 female officer in the C-suite after I left. I don't know</p> <p>24 if that's the case now, or if, you know, I assume it is,</p> <p>25 but I don't know.</p>

<p style="text-align: right;">Page 122</p> <p>1 Q. No one from BlackBerry told you how to testify?</p> <p>2 A. Correct.</p> <p>3 Q. And you and I have never met, true?</p> <p>4 A. No.</p> <p>5 Q. I want to speed through a few of the issues and</p> <p>6 documents that plaintiff showed you. I will – I will</p> <p>7 try to be efficient, but some things I do want to cover</p> <p>8 to make sure the record is clear.</p> <p>9 If we could start, please, with the exhibit</p> <p>10 plaintiff entered as Exhibit 8.</p> <p>11 A. Okay. Bear with me. I just have to open it.</p> <p>12 Q. No problem.</p> <p>13 A. Okay. It's open.</p> <p>14 Q. You were interviewed by investigators from</p> <p>15 Morrison & Foerster in November 2023; is that right?</p> <p>16 A. Yes.</p> <p>17 Q. And you testified today that the summaries you</p> <p>18 reviewed from this report with plaintiff's counsel were</p> <p>19 accurate to your knowledge; is that right?</p> <p>20 A. Correct. As to the time period, as to the date</p> <p>21 of the interview.</p> <p>22 Q. If I could take you, please, to the fourth page.</p> <p>23 A. Bear with me, please. Okay.</p> <p>24 Q. This is a paragraph we looked at with</p> <p>25 plaintiff's counsel.</p>	<p style="text-align: right;">Page 123</p> <p>1 Do you remember that?</p> <p>2 A. Yes.</p> <p>3 Q. And it says here that you were peers with Mr.</p> <p>4 Giamatteo in 2023?</p> <p>5 A. Yes.</p> <p>6 Q. Was that true?</p> <p>7 A. Yes.</p> <p>8 Q. And at the time you spoke with Morrison</p> <p>9 Foerster, you'd worked as a peer with Mr. Giamatteo for</p> <p>10 approximately two years; is that right?</p> <p>11 A. I don't recall when he started.</p> <p>12 Q. I can represent to you that he joined BlackBerry</p> <p>13 in October 2021. Any reason to dispute that?</p> <p>14 A. No.</p> <p>15 Q. So fair to say when you were giving these</p> <p>16 answers to Morrison Foerster, you had worked with a peer</p> <p>17 with John Giamatteo for approximately two years?</p> <p>18 A. I was his peer. We would be – we'd worked</p> <p>19 together, yeah. Not tons, but we worked together.</p> <p>20 Q. During that two-year period, you attended staff</p> <p>21 meetings with Mr. Giamatteo?</p> <p>22 A. Yes. I would be virtual, he would sometimes be</p> <p>23 virtual, and sometimes live.</p> <p>24 Q. And it says here that you told the investigators</p> <p>25 that you never observed Mr. Giamatteo treat women</p>
<p style="text-align: right;">Page 124</p> <p>1 differently than men, right?</p> <p>2 A. Yeah. And what I was referring to, and I</p> <p>3 remember this specifically, is I talked to them about a</p> <p>4 dinner soon after he joined the company, where there were</p> <p>5 both women and men at the dinner, and I didn't see him</p> <p>6 treat women differently than men.</p> <p>7 Q. You also told investigators that you'd never</p> <p>8 heard anyone complain about Mr. Giamatteo; is that right?</p> <p>9 A. Correct. But, again, it's important, as the</p> <p>10 same way as it was with Ms. Sandhu, to have context here.</p> <p>11 I was in Washington, D.C., they were – they</p> <p>12 were in San Ramon or, you know – I was not physically,</p> <p>13 you know, in the same place as these people but a handful</p> <p>14 of times.</p> <p>15 Q. Fair enough. But – but was it true, sort of</p> <p>16 with those caveats, that in the two years you worked</p> <p>17 together, you never heard anyone complain about Mr.</p> <p>18 Giamatteo?</p> <p>19 A. If I said that, it's true. I mean – and I tend</p> <p>20 not to engage in, you know, gossipy stuff anyway, so I</p> <p>21 wouldn't be someone to hear that.</p> <p>22 Q. Fair enough. It says here that you told them</p> <p>23 that you had a good working relationship with John</p> <p>24 Giamatteo.</p> <p>25 Do you see that?</p>	<p style="text-align: right;">Page 125</p> <p>1 A. Yeah, we did. I mean, we – you know, a good</p> <p>2 working relationship, like we got, you know, we were</p> <p>3 professional. Colleagues.</p> <p>4 Q. So that was true?</p> <p>5 A. Correct.</p> <p>6 Q. You talked this morning, and it's reflected here</p> <p>7 about – about the fact that BlackBerry had a difficult</p> <p>8 culture for women in your view; is that right?</p> <p>9 A. Yes. Stemming from women being</p> <p>10 underrepresented, you know, in the C-suite, and then it</p> <p>11 kinda falls, you know, when women are underrepresented in</p> <p>12 the C-suite it tends to, you know, have cascading</p> <p>13 effects.</p> <p>14 Q. And you talked about that with the Morrison</p> <p>15 Foerster investigators?</p> <p>16 A. True.</p> <p>17 Q. It says here that you believed those issues had</p> <p>18 nothing to do with Mr. Giamatteo.</p> <p>19 Do you see that? It's the last sentence in the</p> <p>20 paragraph.</p> <p>21 A. Correct. Correct.</p> <p>22 Q. Was that true? Was your view that BlackBerry</p> <p>23 had a challenging culture for women, but – but that</p> <p>24 wasn't to do with Mr. Giamatteo, at the time of this</p> <p>25 interview?</p>

<p style="text-align: right;">Page 126</p> <p>1 A. I mean, to put it in perspective, he and I, you 2 know, we didn't work together a lot at the time. We 3 worked together much more after, or, you know, 4 communicated more after he became CEO. 5 If that is what I said, it is, it was my true 6 belief at the time, yes. 7 Q. I think you testified earlier that -- that you 8 only said positive things about Mr. Giamatteo during this 9 interview with Morrison Foerster. 10 Did I hear you right? Is that your testimony? 11 A. Yes. Yes. And I -- I mean, yeah. And I was 12 well aware at the time as well, that, or had a gut 13 feeling, that he would be the next CEO, so I would be 14 quite stupid to -- and that Mr. Lynch wanted him to be 15 the next CEO. 16 So, you know, number one at that time, all of 17 this is true. And so, yes. It -- at the time, all of 18 this is true. 19 Q. Plaintiff's counsel asked you a number of 20 questions, and I'll return to this again, but about 21 retaliation. 22 Do you remember -- do you remember that in 23 general? 24 A. Yes. 25 Q. Sitting here today, do you have any any specific</p>	<p style="text-align: right;">Page 127</p> <p>1 reason to believe that Mr. Giamatteo fired you for 2 participating in the Morrison Foerster investigation? 3 MS. SCHOLAR: Objection to the extent it calls 4 for speculation. 5 THE WITNESS: Do I -- 6 MS. SCHOLAR: You can answer. 7 THE WITNESS: I don't know. 8 BY MS. BECK: 9 Q. Sorry, I just didn't hear you. Did you say no 10 or I don't know? 11 A. I don't know. 12 Q. Can you -- can you think of any specific facts 13 that would lead you to conclude that or not, as you sit 14 here today? 15 A. Yeah, as I answered Mr. Tartaglio, I would think 16 no. This is surmise. It's guessing. But I would think 17 no, because I didn't say anything negative about him in 18 that interview. 19 Q. And fair to say there's nothing -- there's 20 nothing sort of non-guessing, no hard facts that make you 21 think that's what happened? 22 A. No one has told me that is what happened. This 23 is the first time it was suggested that, to me, that that 24 interview could have anything to do with why I was 25 terminated, like --</p>
<p style="text-align: right;">Page 128</p> <p>1 Q. Okay. If we could go, please, in the same 2 document, to page 15. 3 A. Wait, you want to go back to exhibit -- bear 4 with me, please. 5 Q. Is it easier for you, Ms. Dickman -- 6 A. No, no, this works out just fine. It works just 7 fine. Just let me get to page. Okay. I'm there. 8 Q. And this is another paragraph you discussed with 9 plaintiff's counsel. 10 Do you remember that? 11 A. Yes. 12 Q. And I think you agreed generally with the 13 statements attributed to you here; is that right? 14 A. Yes. 15 Q. This morning plaintiff's counsel asked you if 16 Morrison & Foerster investigators asked you about 17 Ms. Sandhu in the interview. 18 Do you remember plaintiff's counsel asking you 19 that? 20 A. Yes. 21 Q. And I think you testified that you could only 22 speculate. 23 Did I get your testimony correct? 24 A. Right. I wasn't -- I -- I believe, I mean, this 25 is all going back awhile, you know. I think what I said</p>	<p style="text-align: right;">Page 129</p> <p>1 is -- or I think his question was something, did you know 2 that this, that Ms. Sandhu had filed the complaint? And 3 my answer was that they either told me directly, or I 4 surmised it from the questions they were asking. 5 Meaning, they were asking me questions about Ms. Sandhu. 6 Q. Sorry. I understood your testimony this morning 7 that you didn't remember. You didn't have a real memory 8 one way or the other whether they asked about Ms. Sandhu. 9 Do I have that right or I misheard you? 10 MS. SCHOLAR: Objection to the extent it 11 mischaracterizes the record. You can answer. 12 THE WITNESS: Did they ask me about Ms. Sandhu? 13 I think so. I don't -- I think so. I can't say 14 a hundred percent. 15 BY MS. BECK: 16 Q. Okay. Sounds like not confident either way. Is 17 that fair? 18 A. I believe they -- I believe they did. I'd go 19 back to -- they either inferred it was about Ms. Sandhu, 20 or they, or that she had filed the complaint, or they 21 asked me questions about her directly. 22 I can guess they asked me questions about her 23 directly, which is, like I said this morning, was why I, 24 when I'm answering this question, that I -- I speak about 25 her.</p>

<p style="text-align: right;">Page 130</p> <p>1 Q. I see. Okay. I don't want you to guess, so 2 I'll keep moving. 3 A. I wouldn't have raised her name out of the blue. 4 Q. Got it. Okay. I want to walk through some of 5 the statements here. 6 You talked this morning about there being few 7 women in upper management at BlackBerry. Do you remember 8 that? 9 A. Yes. 10 Q. And I think you testified that this is somewhat 11 common in the tech industry. Did I get that right? 12 A. No. 13 Q. No? 14 A. That's not necessarily true. I mean, you see 15 tech female CEO's, you see, you know -- a lot has changed 16 over the years I have been in tech. 17 Q. You talked with plaintiff's counsel about 18 another sentence here which references an award that 19 would have been celebrated at her last job, but at 20 BlackBerry there's been almost no acknowledgement. 21 Do you remember that conversation? 22 A. I don't remember what the award was. 23 Q. So, I wanted to see if we could refresh on that. 24 So -- so the paragraph here says, "She mentioned 25 that she had recently won an award that would have</p>	<p style="text-align: right;">Page 131</p> <p>1 been" -- 2 A. Yeah, so it could either be -- 3 (Court reporter clarification.) 4 MS. BECK: Oh, I'm sorry. 5 I said that -- I don't know if I can do it 6 verbatim, but I said -- effectively what I meant to say 7 was that the paragraph says, "she mentioned that she 8 recently won an award that would have been celebrated at 9 her last job," and I was emphasizing "recently". 10 Sorry, that was not a good -- should I just 11 re-ask the question? Sorry about that. 12 (Court Reporter admonition to the witness.) 13 MS. BECK: Should we strike that and start over? 14 (Court reporter response.) 15 BY MS. BECK: 16 Q. So if you look here, Ms. Dickman, it says, "She 17 mentioned that she recently won an award that would have 18 been celebrated at her last job." 19 Do you see that? 20 A. Uh-huh. Yes. 21 Q. So this would have been a recent award, 22 according to this document from November 2023, right? 23 A. Yes. 24 Q. Do you remember any other awards that, 25 significant awards you won during this time, the November</p>
<p style="text-align: right;">Page 132</p> <p>1 timeframe? 2 A. It could have been. I don't remember exactly. 3 These came out, the awards in the fall, top lobbyist, you 4 know, in the nation. I don't remember when top women in 5 tech came out. I don't remember. It was probably -- it, 6 you know -- I don't know. 7 Q. Fair enough. I don't want you to speculate. 8 Let's go please, to Plaintiff's Exhibit 6. Let 9 me know when you are there. 10 A. Oh, Exhibit 6, not page 6. Hold on. Yes. 11 Q. This is another document you discussed with 12 plaintiff's counsel this morning, correct? 13 A. Yes. 14 Q. And this is an e-mail from mid-November 2023, 15 right? 16 A. Yes. 17 Q. So, same month in which you spoke to the 18 Morrison & Foerster investigators? 19 A. Yes. 20 Q. And here you told Dick Lynch that you received 21 the top 100 most powerful women in Canada award, and you 22 highlight that you think the award matters for women, 23 right? 24 A. Yeah. It's about women. Yeah. And more 25 importantly, it matters, like, in the last exhibit when</p>	<p style="text-align: right;">Page 133</p> <p>1 you, I was saying we celebrated my prior company, because 2 it's not -- it's an award for the individual, but it's 3 really an award that elevates the company's brand. 4 These -- you know, all of these types of things. 5 Q. And it sounds like you were ultimately able to 6 use it that way, correct? To elevate other women, not 7 just yourself. 8 A. Yes. Yes. 9 Q. And here you're, I think, flagging the 10 opportunity for Mr. Lynch. You say, "Opportunity to 11 leverage this free advertising to the fullest extent to 12 attract and retain women. However, CMO did not do press 13 release, X unit Waterloo press releases, or even 14 congratulatory social media post, effectively negating 15 one BlackBerry team." 16 Do you see that? 17 A. Yes. 18 Q. You testified earlier that CMO here refers to 19 Ms. Sandhu; is that right? 20 A. Yes. 21 Q. So you were highlighting to Mr. Lynch in this 22 e-mail that Ms. Sandhu declined to issue a press release 23 about the award, right? 24 A. Yes. And it's not that -- the most important 25 thing for me, I remember, it wasn't necessarily the press</p>

<p style="text-align: right;">Page 134</p> <p>1 release. She put out, I do recall, she put out a lot of 2 press releases about herself, and, you know, or -- what 3 was most important to me here, was the -- was using it 4 to, you know, elevate other women and give them an 5 opportunity to feel important and have BlackBerry make 6 them feel important. 7 Q. This was an opportunity to sort of promote women 8 across the board at the company. Fair? 9 A. Oh, yeah. Fair. 10 Q. You say here in this part I just read, 11 "effectively negates/one BlackBerry team." 12 What did you mean by that? 13 A. If you, you know -- one BlackBerry, which was, 14 you know, a thing that people used at the time, one 15 BlackBerry, meaning we're one team. We should all, you 16 know, when we win awards, it's -- I don't look at awards 17 about the individual, I look at awards about, like, 18 elevating BlackBerry, and, you know, the one BlackBerry 19 team. It's our recognition together, right? 20 You know, Executive A could win an award, 21 Executive B could win an award, but really what it's 22 about is bringing, elevating, you know, the BlackBerry 23 team. It's elevating the BlackBerry brand. 24 Q. And you felt that Ms. Sandhu was sort of missing 25 or blocking an opportunity to do that; is that right?</p>	<p style="text-align: right;">Page 135</p> <p>1 A. Yes. 2 Q. And in this e-mail chain you ask Mr. Lynch to 3 support buying a table at the event, right? 4 A. Yes. 5 Q. You were sort of turning to Mr. Lynch here to 6 resolve the issue with Ms. Sandhu. Is that fair? 7 A. Not so much to resolve it, but I needed approval 8 from a manager. The way that I think that was at the 9 time, or the way, you know, first I'm, you know, asking 10 to take employees offsite, you know, out of work for, you 11 know, what it would be a day or, you know, half a day. 12 And then, secondly, it's, you know, MAP approval 13 was so low at that time for executives that you had to 14 go -- I mean, even senior executives like myself had to 15 go to your manager for things -- 16 Q. So -- 17 A. -- as small as this. So I needed his -- he was 18 the interim CEO, I needed his approval/ that's why I say 19 at the end, "Dick, may I have your approval to proceed?" 20 Q. Got it. And he did approve, correct? 21 A. Correct. 22 Q. Does this -- does looking back at this change 23 your sense of whether this is the award you were talking 24 about when you talked about the recent award in 25 November --</p>
<p style="text-align: right;">Page 136</p> <p>1 A. No. No. 2 Q. Fair enough. 3 A. No. No. I mean, I think, you know, my 4 sentiment there was, you know, regularly with awards, you 5 know. They weren't -- it was just weird to me. It 6 was -- how, you know, the company, you know, I'd see 7 things, you know, people post, you know, other -- you 8 know, the company will post other people's awards. And 9 we had to even ask, like, hey, can BlackBerry jump on 10 this? It was just weird. 11 It was just, you almost felt bad for, 12 honestly -- it was, I almost felt bad for winning an 13 award. It was -- it's just weird. I -- not -- the exact 14 opposite of what I experienced at my prior company. 15 Q. Let's take a look -- that's probably a good 16 segue. Let's take a look at Exhibit 7, please. 17 Plaintiff's Exhibit 7. 18 A. Yes. 19 Q. So, way at the bottom of the chain, the first 20 e-mails discuss some back and forth about the table for 21 the event, right? 22 A. Let me read this. 23 Q. Yeah, take your time. 24 A. Yes. 25 Q. And then Neelam, Ms. Sandhu writes to Mr. Lynch</p>	<p style="text-align: right;">Page 137</p> <p>1 about whether, effectively, it's -- it's still happening. 2 Do you see that? 3 A. Yeah. I mean, and so that first one you are 4 asking me about, I believe Shack, maybe Kristi worked for 5 her, and Sherry was the CEO of the entity that gave out 6 the award. 7 Q. Uh-huh. 8 A. Oh, no. The WXN, it's women's something 9 network. So that woman Karen is saying, I'm sorry, 10 Sherry the CEO of WXN and I won't be able to meet you, so 11 they have basically told her no it sounds like. 12 Q. And Mr. Lynch replies to Neelam on this chain, 13 I'm looking halfway down page 4, an e-mail of Monday, 14 November 20th. 15 Let me know when you are there. 16 A. Okay. 17 Q. He says, "Neelam, no change in direction from 18 me. I think this is a great idea for messaging to our 19 women." 20 And at the bottom he says -- and he says, "Would 21 you coordinate further with Marjorie, please?" And he 22 CC's you into the chain. 23 Do you see all that? 24 A. Yes. 25 Q. And then you reply the next message up.</p>

<p style="text-align: right;">Page 138</p> <p>1 A. Gotcha.</p> <p>2 Q. And in the third paragraph you say, "This is the</p> <p>3 first I'm hearing that marketing inquired about table."</p> <p>4 Do you remember how long this was before the</p> <p>5 event?</p> <p>6 A. Very soon before the event. I want to say a</p> <p>7 week.</p> <p>8 Q. So it sounds fast for something like this.</p> <p>9 A. Oh, very. I mean, but I had asked for it, you</p> <p>10 know, multiple times prior to that. I didn't wait until</p> <p>11 the last week. It was just this became urgent because it</p> <p>12 was no, no, and then it got to -- I think the event was</p> <p>13 November 30th and December 1.</p> <p>14 Q. And you are saying sort of, marketing basically</p> <p>15 is only just telling you about -- about it a week out?</p> <p>16 A. Oh, no. Marketing -- the first I'm hearing from</p> <p>17 marketing, so I was -- after Dick told Neelam to get the</p> <p>18 table, it wasn't conveyed to me that they had asked for</p> <p>19 the table.</p> <p>20 This is what I'm reading and what I'm saying</p> <p>21 here, that they had even spoken to WXN about a table</p> <p>22 after Dick, you know, had instructed her. It was no, no,</p> <p>23 then I asked Dick for approval. He instructed her to do</p> <p>24 it. And, but it wasn't communicated to me that after he</p> <p>25 instructed her to do it, she had reached out, you know,</p>	<p style="text-align: right;">Page 139</p> <p>1 or her team had reached out to inquire about a table.</p> <p>2 Q. So you didn't hear any confirmation from</p> <p>3 Ms. Sandhu's team until very soon before the event, that</p> <p>4 it was actually coming up?</p> <p>5 A. Oh, yeah, yeah, yeah. It became this very</p> <p>6 last -- an unnecessarily last-minute thing.</p> <p>7 Q. So this e-mail chain goes on, and I want to skip</p> <p>8 up to a paragraph that plaintiff's counsel focused you</p> <p>9 on.</p> <p>10 This is on the first page. It's the bottom</p> <p>11 paragraph of your e-mail. Let me know when you are</p> <p>12 there.</p> <p>13 A. Okay. Just bear with me. Okay.</p> <p>14 Q. This is the one where you say, "This is just a</p> <p>15 taste of why it is so difficult to try to do the right</p> <p>16 thing for employees in our brand, and often not worth the</p> <p>17 squeeze. Situations like this, instead of being a</p> <p>18 positive moment for BlackBerry that we can leverage for</p> <p>19 our employees and the company, are made painful to</p> <p>20 execute. A straightforward simple ask/action is</p> <p>21 unreasonably made to divert leadership time away from</p> <p>22 work, costing the company money, and creating a hostile</p> <p>23 work environment. Why I rarely ask."</p> <p>24 See that?</p> <p>25 A. Uh-huh.</p>
<p style="text-align: right;">Page 140</p> <p>1 Q. You talked with plaintiff's counsel this morning</p> <p>2 about the line "painful to execute".</p> <p>3 Do you remember that?</p> <p>4 A. Yes.</p> <p>5 Q. Did you feel that Ms. Sandhu's marketing team</p> <p>6 had made the experience around the award painful to</p> <p>7 execute?</p> <p>8 A. Yes. And at Ms. Sandhu's direction. I mean, it</p> <p>9 wasn't her team making the decision, it was her.</p> <p>10 Q. Got it. So -- so in this case, Ms. Sandhu had</p> <p>11 made the experience painful to execute.</p> <p>12 A. Yes.</p> <p>13 Q. And you also talked with plaintiff's counsel</p> <p>14 about this language about a hostile work environment.</p> <p>15 Do you remember that?</p> <p>16 A. Yes.</p> <p>17 Q. And you -- was your view that the way Ms. Sandhu</p> <p>18 handle this situation made it hostile?</p> <p>19 A. I believe that's what I was referring to. And</p> <p>20 again, I don't know that I was using that, or I wasn't</p> <p>21 using that in a legal term. I was using it in the, this</p> <p>22 is super frustrating. I'm spending an unreasonable</p> <p>23 amount of time trying to do this for the women of</p> <p>24 BlackBerry, and I am -- I can read it in the e-mail -- I</p> <p>25 am super frustrated.</p>	<p style="text-align: right;">Page 141</p> <p>1 Q. Did you feel that Ms. Sandhu in this instance,</p> <p>2 was sort of standing in the way of recognizing women at</p> <p>3 BlackBerry?</p> <p>4 A. Yes. Or -- yes. Me as a woman at BlackBerry,</p> <p>5 yes.</p> <p>6 And then the other -- but more importantly, yes.</p> <p>7 The, you know, the up-and-coming women at BlackBerry that</p> <p>8 would be able to take part in this event.</p> <p>9 Q. Forgive me if I asked you this earlier.</p> <p>10 Did you feel that you had Mr. Lynch's support in</p> <p>11 pursuing this event?</p> <p>12 A. Ultimately, yes.</p> <p>13 Q. Did you feel that Mr. Lynch recognized that it</p> <p>14 was a good opportunity to build up women at BlackBerry?</p> <p>15 MS. SCHOLAR: Objection to the extent it calls</p> <p>16 for speculation. You can answer.</p> <p>17 THE WITNESS: I can only answer to what he says</p> <p>18 in his e-mail.</p> <p>19 BY MS. BECK:</p> <p>20 Q. Did you feel what he said, was --</p> <p>21 A. It was -- oh, no, that's not at 3:56 p.m.</p> <p>22 there's an e-mail he referenced to me before where he</p> <p>23 said he thought it was a good thing.</p> <p>24 Q. We can keep moving. I should ask, I have lost</p> <p>25 track of time. If you want a break at any point,</p>

<p style="text-align: right;">Page 142</p> <p>1 Ms. Dickman, we can do that.</p> <p>2 A. Sure.</p> <p>3 Q. Okay. If we could go please, to plaintiffs</p> <p>4 Exhibit 5. This is another e-mail chain –</p> <p>5 A. Yes.</p> <p>6 Q. – you had talked about with plaintiffs</p> <p>7 counsel.</p> <p>8 Do you remember that?</p> <p>9 A. Yes.</p> <p>10 Q. If we go to the very bottom, please.</p> <p>11 A. Yes.</p> <p>12 Q. The first e-mail here is from you to Ms. Sandhu</p> <p>13 on May 25, 2023, right?</p> <p>14 A. Yes.</p> <p>15 Q. You say, "Congratulations again on SSC contract.</p> <p>16 Fantastic move. Congrats. I'm reaching out to clear up</p> <p>17 any potential misunderstandings regarding ITB," and it</p> <p>18 goes on, correct?</p> <p>19 A. Yes.</p> <p>20 Q. And so you start off by congratulating</p> <p>21 Ms. Sandhu?</p> <p>22 A. Yes.</p> <p>23 Q. Pretty courteous e-mail, right? From you?</p> <p>24 A. Yes. I'm trying to deescalate the situation.</p> <p>25 Q. And Ms. Sandhu writes back, and she says, "Hi,</p>	<p style="text-align: right;">Page 143</p> <p>1 Marjorie. Thanks for your e-mail, but there isn't any</p> <p>2 confusion on this from me or my team. I think the issue</p> <p>3 is the ITB team's hesitation to collaborate with my</p> <p>4 team."</p> <p>5 And she ends the e-mail with, "I would recommend</p> <p>6 you can pick up the phone to me if you have a question in</p> <p>7 the future, rather than a CEO escalation as a first step.</p> <p>8 Thanks for your collaboration."</p> <p>9 You're laughing. Why are you laughing?</p> <p>10 A. It's just – it's not a friendly e-mail. It's</p> <p>11 very – it's very passive aggressive. It's frustrating,</p> <p>12 right? You are trying to deescalate a situation, you</p> <p>13 have employees that are upset because they are hearing</p> <p>14 that a project is being taken away, and so I, you know,</p> <p>15 the first thing I need to do, you know, is calm the</p> <p>16 employees, tell them not to, you know, just please wait.</p> <p>17 As I testified to this morning, please wait.</p> <p>18 Let me get the facts. Well, where am I going to get the</p> <p>19 facts? Mr. Chen was in charge, right? He's my – right?</p> <p>20 If Neelam is the one telling them that a project has been</p> <p>21 taken away from me that Mr. Chen gave me, then Mr. Chen,</p> <p>22 as the person that assigned me the project two years ago</p> <p>23 or two and a half years ago, is the appropriate person to</p> <p>24 ask, as my manager also as well, did you take this</p> <p>25 project away from me and from my team and this team that</p>
<p style="text-align: right;">Page 144</p> <p>1 I'm overseeing?</p> <p>2 So, it's – you know, it's – there is a –</p> <p>3 it's – it's – her e-mail is deflection and it's kind of</p> <p>4 turning the facts on their head.</p> <p>5 Q. And a little hostile. Is that fair?</p> <p>6 A. Not friendly. I mean, definitely not what I was</p> <p>7 trying to do in my e-mail, which was to start friendly</p> <p>8 and to give her the benefit of the doubt, you know, with</p> <p>9 potential misunderstanding and all of that.</p> <p>10 Q. Were you surprised by the tone of this e-mail?</p> <p>11 A. Yes and no. I mean, yes in, it's just not</p> <p>12 appropriately professional; and no in, she had tried to</p> <p>13 take – she had tried to take this project, you know,</p> <p>14 that – away. It's – and no communication to me.</p> <p>15 I mean, I had no idea even prior, like, my staff</p> <p>16 is calling me that her and Mr. Giamatteo and so it would</p> <p>17 be Steve Ray and John Chen had – and I don't know who</p> <p>18 else, or if there were other, had divided up, you know,</p> <p>19 you know, customers differently at that point. So I</p> <p>20 wasn't involved in that, so this was all news to me. And</p> <p>21 I'm just trying to get the facts, and trying to, you</p> <p>22 know, keep everyone calm, and just, you know, figure out</p> <p>23 the right – resolve it, and figure out the right</p> <p>24 solution for BlackBerry so we can just move forward.</p> <p>25 Q. And it sounds like you're concerned here,</p>	<p style="text-align: right;">Page 145</p> <p>1 because this is sort of a land grab from Ms. Sandhu; is</p> <p>2 that fair?</p> <p>3 A. My concern wouldn't be that it's a land grab, my</p> <p>4 concern would be that – yeah, yeah. The concern – I'm</p> <p>5 not territorial, so I don't really – but if someone's</p> <p>6 taking a project away, you know, I'd like to know about</p> <p>7 it, like, you know, to know why.</p> <p>8 Q. So, Mr. Chen – oh sorry.</p> <p>9 A. I'm sorry, go ahead. Sorry.</p> <p>10 Q. So Mr. Chen replies the next e-mail up, "ITB is</p> <p>11 not part of Elite."</p> <p>12 Do you see that?</p> <p>13 A. Yes.</p> <p>14 Q. And there's some more replies, and then there's</p> <p>15 one from Ms. Sandhu back to Mr. Ray and Mr. Chen that</p> <p>16 drops you from the chain.</p> <p>17 Do you see that?</p> <p>18 A. Yes.</p> <p>19 Q. And then Steve Ray forwards the whole chain back</p> <p>20 to you.</p> <p>21 A. Professional.</p> <p>22 Q. After you have been dropped. And then you reply</p> <p>23 subsequent to that.</p> <p>24 Do you agree with all that?</p> <p>25 A. I see that, yes.</p>

<p style="text-align: right;">Page 146</p> <p>1 Q. And you say, "Responses to you and me are</p> <p>2 disappointing."</p> <p>3 A. Where is that?</p> <p>4 Q. In the first paragraph – in the first kind of</p> <p>5 big paragraph here in your e-mail.</p> <p>6 A. Well, I – real quick. Yes, I see that.</p> <p>7 Q. And disappointing, is that – is that referring</p> <p>8 back to some of what you were talking about a minute ago?</p> <p>9 A. Yes. Everything below this. Yeah. How her</p> <p>10 response was really the opposite of my outreach.</p> <p>11 And I was directed by Mr. Chen, by the way,</p> <p>12 after I inquired, you know, what is happening here and</p> <p>13 why is my staff hearing this? He directed me to send the</p> <p>14 e-mail to her and CC him and Mr. Ray. I was following</p> <p>15 direction.</p> <p>16 Q. You say later in the sentence, "As it appears</p> <p>17 intent was, in fact, for Elite to take over ITB, as well</p> <p>18 as get in the way of GA and PP, Heidi and BUs from doing</p> <p>19 jobs. This is antithetical to MAP, as you note, and BB's</p> <p>20 best interest."</p> <p>21 So, to sort of, I think this is similar to,</p> <p>22 maybe similar to what you have been saying, but if you</p> <p>23 had to sort of crystalize very quickly what you meant by</p> <p>24 that, can you explain?</p> <p>25 A. I think I crystalized it better here than I did,</p>	<p style="text-align: right;">Page 147</p> <p>1 you know, a few seconds ago. It's exactly what I was</p> <p>2 saying. So when you called it a land grab, yeah, I did</p> <p>3 feel – yeah, they were – land grab or trying to take</p> <p>4 over, I think.</p> <p>5 So it was a positive project that created</p> <p>6 opportunity for the company, we're two, two and a half</p> <p>7 years in, and, yeah, she was trying to take it over.</p> <p>8 That's the facts that came out. She was trying to take</p> <p>9 it over. And it had been a collaboration that I had been</p> <p>10 overseeing between my organization, GAPP, Heidi, and the</p> <p>11 BUs from doing their jobs.</p> <p>12 The other thing that staff were upset about is,</p> <p>13 so, CANSEC is related to ITB – it's the Canadian</p> <p>14 security something. It's Canadian defense-related</p> <p>15 conference.</p> <p>16 And so, we're ITB, right? Our people would be</p> <p>17 discussing ITB with defense contractors. And I learned</p> <p>18 that day from – that Neelam had told people – I don't</p> <p>19 know if they were, you know, in the Cyber Business Unit,</p> <p>20 that they should not – they should not – that she own</p> <p>21 – she was the one who controlled the invites for CANSEC,</p> <p>22 and they should no longer attend.</p> <p>23 Q. So Ms. Sandhu's team – I'm just trying to make</p> <p>24 sure I understand – Ms. Sandhu's team was trying to</p> <p>25 block people from the Cyber BU team from attending the</p>
<p style="text-align: right;">Page 148</p> <p>1 CANSEC conference.</p> <p>2 Is that your testimony?</p> <p>3 A. Yeah. I – one of the gentlemen that I remember</p> <p>4 specifically was David, a VP. He's based out of</p> <p>5 Virginia. Don't remember his last name. And there were</p> <p>6 others.</p> <p>7 Q. You said at the top of this e-mail in the</p> <p>8 paragraph we just looked at that all this was</p> <p>9 antithetical to BlackBerry's best interest, right?</p> <p>10 A. Sure. Yeah.</p> <p>11 Q. You believed that?</p> <p>12 A. Yes.</p> <p>13 Q. And at the very bottom e-mail from you, you have</p> <p>14 a paragraph that says "bottom line".</p> <p>15 Do you see that?</p> <p>16 A. Okay. Good thing I put "bottom line" after this</p> <p>17 long of an e-mail.</p> <p>18 Must be able to operate fairly consistent with</p> <p>19 MAP.</p> <p>20 Yes, ma'am.</p> <p>21 Q. One thing you say here is, "The Elite team</p> <p>22 prevents people from participating at events like CANSEC,</p> <p>23 harms BB's ability to win business."</p> <p>24 Do you see that?</p> <p>25 A. Yes.</p>	<p style="text-align: right;">Page 149</p> <p>1 Q. What did you mean by that?</p> <p>2 A. So, just what I said before. That the defense</p> <p>3 contractors are at that event, and the defense</p> <p>4 contractors are the ones that, as I explained with ITB,</p> <p>5 if any defense contractor – non-Canadian contractor –</p> <p>6 gets a defense contract with the Canadian government, say</p> <p>7 it's for a hundred million or billion dollars, they have</p> <p>8 to then turn around and spend that hundred million or</p> <p>9 billion dollars with Canadian companies. I mean, at a</p> <p>10 high level. That explains.</p> <p>11 So, BlackBerry being a Canadian company, if we</p> <p>12 or certain sales people are not able to attend these</p> <p>13 events in collaboration with the government affairs</p> <p>14 team – because government affairs is not sales, it is</p> <p>15 government relations. If these people are not able to</p> <p>16 attend, then it harms BlackBerry's ability to win</p> <p>17 business with these defense contractors.</p> <p>18 Q. Makes sense.</p> <p>19 Did you feel here that Ms. Sandhu was creating</p> <p>20 unnecessary conflict?</p> <p>21 A. Yes.</p> <p>22 Q. I know you testified earlier that you worked</p> <p>23 with Ms. Sandhu a relatively limited amount of times; is</p> <p>24 that right?</p> <p>25 A. Yes.</p>

<p style="text-align: right;">Page 150</p> <p>1 Q. Did you feel, when you did work with Ms. Sandhu, 2 that -- that she, that she was difficult to work with? 3 MS. SCHOLAR: Objection to the extent it's been 4 asked and answered. You can answer. 5 THE WITNESS: I think what we're seeing today is 6 probably the, a good representation of the amount. I 7 probably, I mean, close to maybe, you know, all. 8 Well, I worked with her very rarely. This is 9 probably a good representation of it. 10 BY MS. BECK: 11 Q. And the two instances we have looked at both 12 involved sort of unnecessary conflict and friction. 13 Would you agree? 14 A. Yes. 15 Q. Would it be fair to say that the majority of 16 times you worked with Ms. Sandhu there was unnecessary 17 conflict and friction? 18 A. Just frustrating. Yeah. It is just -- it just 19 wasn't easy. Things that should be easy, weren't easy. 20 Q. Is your assessment that Ms. Sandhu created 21 unnecessary conflict at work, influenced at all by the 22 fact that Ms. Sandhu was a woman or a person of color? 23 A. No. I think there are just sometimes people 24 that, you know -- no. The answer is no. 25 Q. And I take it your assessment that Ms. Sandhu</p>	<p style="text-align: right;">Page 151</p> <p>1 was difficult, or didn't make things easy when you worked 2 with her, also was not influenced by the fact that 3 Ms. Sandhu was a woman or a person of color. Is that 4 fair? 5 A. Can you say that -- can you say that again? 6 Sorry. 7 Q. I'll put it in a -- strike that. 8 Is your assessment that Ms. Sandhu was difficult 9 to work with, influenced by the fact that Ms. Sandhu was 10 a woman or a person of color? 11 A. No. 12 Q. Okay. Let's, if we can, go back, please, to 13 Plaintiff's Exhibit 8. 14 MS. SCHOLAR: Lauren, if you wouldn't mind, can 15 we -- there's been too many breaks -- a facilities break, 16 would you mind taking one? Unless you have got 17 20 minutes or less worth of questioning, then we can go 18 through. 19 THE WITNESS: Yeah, let's just go. 20 MS. SCHOLAR: Well, actually, I need to take a 21 break. 22 MS. BECK: A break works great. Happy to. 23 MS. SCHOLAR: Five minutes. Be back at 4:35? 24 MS. BECK: Sure. Okay. 25 THE VIDEOGRAPHER: We are now off the record.</p>
<p style="text-align: right;">Page 152</p> <p>1 The time is 1:30 p.m. 2 (Whereupon, a break was taken.) 3 THE VIDEOGRAPHER: We are now back on the 4 record. The time is 1:35 p.m. 5 BY MS. BECK: 6 Q. Welcome back, Ms. Dickman. I'm going to try to 7 get through this as fast as I possibly can. I know it's 8 a long day. 9 If I could take you back, please, to Exhibit 8, 10 Plaintiff Exhibit 8. 11 A. Yes. 12 Q. And if you could flip, please, to page 15. 13 A. Yes. 14 Q. You discussed the paragraph here at some length 15 with plaintiff's counsel this morning, right? 16 A. Yes. 17 Q. I wanted to ask you just a few things here. 18 It says in the paragraph that you reported that 19 Ms. Sandhu had received more preferential treatment than 20 anyone, man or woman, at BlackBerry, correct? 21 A. Yes. 22 Q. Was that true when you said it? Did you believe 23 that Ms. Sandhu had received more preferential treatment 24 than anyone else at BlackBerry, regardless of gender? 25 A. Yes. It was rare to see a new title, someone</p>	<p style="text-align: right;">Page 153</p> <p>1 receive a new title every year. Yeah. That's just one 2 example. And she -- she was very close with Mr. Chen. 3 Q. You also talked about, with plaintiff's counsel, 4 this line at the end, "Dickman also describes Sandhu as 5 somebody who is untrustworthy, hostile, and negatively 6 impacts the culture of the company." Right? 7 A. Yeah. I think the prior exhibit that you 8 raised, examples that you raised, suggests my state of 9 thought, why I would say that. 10 Q. This was your view at the time, in other words. 11 A. Yeah. I'd say based on the ITB example, and 12 the -- the, you know, gala example, wanting to bring the 13 nine up-and-coming, you know, BlackBerry women, and that 14 being so difficult. 15 Q. And your opinion that Ms. Sandhu was 16 untrustworthy, hostile, and negatively impacted the 17 culture of the company, that was not influenced by the 18 fact that Ms. Sandhu was a woman or a person of color, 19 correct? 20 A. No. A man could be untrustworthy, hostile, and 21 negatively impact the culture of the company. 22 Q. It was based on her behavior, in other words. 23 A. Yes. Based on those -- at the time, I'd say 24 those two examples were fresh in my mind, as examples. 25 The ITB example and the, you know, the example of wanting</p>

<p style="text-align: right;">Page 154</p> <p>1 to bring up-and-coming women at BlackBerry, you know –</p> <p>2 give women an opportunity to go to a women's gala.</p> <p>3 Q. I'd like to take you, please, quickly to</p> <p>4 Plaintiff's Exhibit Number 2.</p> <p>5 A. Okay. One second, please. Fudge. I'm sorry.</p> <p>6 Bri, can you – I pushed something. The tab</p> <p>7 isn't closing. Oh, okay. Okay.</p> <p>8 Q. And you testified about these messages this</p> <p>9 morning, right?</p> <p>10 A. Yes.</p> <p>11 Q. And these are messages with – with Mr. de Boer?</p> <p>12 A. Yes.</p> <p>13 Q. If you scroll to page 3 –</p> <p>14 A. 3. Bear with me. Yes.</p> <p>15 Q. There's a message on the left hand side, top,</p> <p>16 says, "FYI, I keep getting calls from senior reps in GOC</p> <p>17 who are confused about purpose of meetings Neelam is</p> <p>18 booking. They are asking me what the agenda is. I'm</p> <p>19 trying to manage in best way possible for BlackBerry."</p> <p>20 Do you see that?</p> <p>21 A. Yes.</p> <p>22 Q. This message is from you to Mr. de Boer?</p> <p>23 A. No. That's from him to me.</p> <p>24 Q. I see. Okay. Thank you. And GOC here, does</p> <p>25 that refer to the Government of Canada?</p>	<p style="text-align: right;">Page 155</p> <p>1 A. Yes.</p> <p>2 Q. And your team was the Government Affairs Team?</p> <p>3 A. Yes.</p> <p>4 Q. And part of your team's role was to manage the</p> <p>5 relationship with –</p> <p>6 A. Yes.</p> <p>7 Q. – the Government of Canada?</p> <p>8 A. Yes. And other governments around the world.</p> <p>9 Q. And this message is saying that Ms. Sandhu</p> <p>10 booked meetings with senior people at the Government of</p> <p>11 Canada without coordinating with your team; is that</p> <p>12 right?</p> <p>13 A. Yes. That seems to be what – what he is</p> <p>14 saying. Yes.</p> <p>15 Q. Was – and you say, "Er" –</p> <p>16 A. That's frustration. Okay.</p> <p>17 Q. You say "Er, we'll try to raise this again</p> <p>18 organically tomorrow," right?</p> <p>19 A. Yeah.</p> <p>20 Q. So this is something you – you have to follow</p> <p>21 up on.</p> <p>22 A. Yes. And I don't want to write – he tends to</p> <p>23 complain, so, again, he was the one that complained</p> <p>24 also – I need to get the facts.</p> <p>25 Q. And part of what Mr. de Boer is reporting to you</p>
<p style="text-align: right;">Page 156</p> <p>1 here, is that BlackBerry's clients are confused by this.</p> <p>2 Is that fair?</p> <p>3 A. Yes. It's – it's best practice in – and this</p> <p>4 is the reason why you have a niche government, you know,</p> <p>5 that you have a government affairs team.</p> <p>6 Just like it's frustrating, you know, when, you</p> <p>7 know, if you or I were to call a company and they move</p> <p>8 you from one person to the next to the next. Like,</p> <p>9 governments need to have one point of contact. It makes</p> <p>10 us easy for them to work with, and that is what you want</p> <p>11 to be.</p> <p>12 Q. Would it be fair to say this is sort of another</p> <p>13 example of Ms. Sandhu encroaching into the role of your</p> <p>14 team?</p> <p>15 A. So, this one's – yes. It – this one's a</p> <p>16 little unclear. So, yes – yes and possibly no. And</p> <p>17 that's why I am trying to figure out from him what's</p> <p>18 going on here. Like, who was she meeting with? Are</p> <p>19 these any political or elected officials, right? Because</p> <p>20 there's a distinction between a political official and a</p> <p>21 bureaucrat.</p> <p>22 He whinges, has a tendency to whinge. So, I'm</p> <p>23 trying to get the facts here.</p> <p>24 So she, I believe, is – so at the time, I</p> <p>25 believe the government of Canada, it – don't quote me on</p>	<p style="text-align: right;">Page 157</p> <p>1 this – but was a customer under her purview. Meaning</p> <p>2 that the, for example, procurement. Sales procurement</p> <p>3 are under her purview. But engaging – but engaging on</p> <p>4 anything beyond that is not.</p> <p>5 And also not – in Canada, you know, it's a –</p> <p>6 it's – you know – that's why I asked for the</p> <p>7 bureaucrats or are they politically-appointed.</p> <p>8 Politically-appointed is very clear, that's</p> <p>9 government affairs. Bureaucrats in Canada can be both</p> <p>10 government affairs or – it's not like in the U.S., where</p> <p>11 there are many politically-appointed.</p> <p>12 There – so they can be either, you know, either</p> <p>13 purview in Canada. And that's why I'm saying, you know,</p> <p>14 what's – he kinda tells me things I already know. Like,</p> <p>15 in Canada we have, you know, few politically – I know</p> <p>16 all this.</p> <p>17 But – but it's – so what's the question? So I</p> <p>18 just – basically bottom line, like, I am trying to get</p> <p>19 the facts from him, and then say, here, send her a</p> <p>20 friendly e-mail. Write this. Because I don't want him</p> <p>21 causing drama, I just want him to say, hey, this is</p> <p>22 happening, can we talk about it?</p> <p>23 Q. I want to ask you just a sort of yes or no, if</p> <p>24 you'll permit me. Yes or no, do you remember how this</p> <p>25 shook out and how it got resolved? It's fine.</p>

<p style="text-align: right;">Page 158</p> <p>1 A. No.</p> <p>2 Q. Okay. Then I will -- then I will move on.</p> <p>3 Earlier this morning you testified about a</p> <p>4 dinner at which a member of Mr. Giamatteo's staff yelled</p> <p>5 at a waiter.</p> <p>6 Do you remember that conversation?</p> <p>7 A. Yes.</p> <p>8 Q. I just want to ask you two really simple</p> <p>9 questions about this, just to sort of make the -- make</p> <p>10 the record clear.</p> <p>11 I think you testified that the waiter was a man;</p> <p>12 is that right?</p> <p>13 A. I recall -- pretty sure.</p> <p>14 Q. And you also testified, I believe, that -- that</p> <p>15 Mr. Giamatteo wasn't doing any yelling, that was someone</p> <p>16 else; is that right?</p> <p>17 A. Yes.</p> <p>18 Q. You also said this morning, plaintiffs asked you</p> <p>19 about a statement in the Morrison & Foerster</p> <p>20 investigation report that -- that indicated that you had</p> <p>21 been told that Ms. Sandhu used the ethic reporting tool</p> <p>22 as a weapon.</p> <p>23 Do you remember that discussion?</p> <p>24 A. Yes.</p> <p>25 Q. And I think -- I think you testified that</p>	<p style="text-align: right;">Page 159</p> <p>1 someone had told you that when you joined BlackBerry.</p> <p>2 Do I have that right?</p> <p>3 A. Yes. Yeah, I remember -- I don't remember who.</p> <p>4 I remember it was very -- because I was learning names,</p> <p>5 but I remember it was very early on in my time with</p> <p>6 BlackBerry.</p> <p>7 Q. Were you being sort of warned about Ms. Sandhu</p> <p>8 as you joined the company?</p> <p>9 A. I don't know if I was being warned or if -- I --</p> <p>10 I don't know.</p> <p>11 Q. In either case, sounds like that conversation</p> <p>12 would have been in early 2020; is that right?</p> <p>13 A. Yeah.</p> <p>14 Q. Okay. I want to talk about -- okay.</p> <p>15 Plaintiff's counsel, this morning, asked you a</p> <p>16 lot of questions about your severance agreement and your</p> <p>17 severance payouts.</p> <p>18 Do you remember that?</p> <p>19 A. Yes.</p> <p>20 Q. And I believe you estimated that you received a</p> <p>21 severance package ultimately worth one -- maybe something</p> <p>22 like \$1.3 million?</p> <p>23 Do I have that right?</p> <p>24 A. He estimated that, yes.</p> <p>25 Q. Does -- does -- does that sound like the right</p>
<p style="text-align: right;">Page 160</p> <p>1 order of magnitude, something like a million dollars, to</p> <p>2 your memory?</p> <p>3 A. Yeah. Above a million. Yeah.</p> <p>4 Q. You were entitled, under your employment</p> <p>5 contract, to a certain amount of severance; is that</p> <p>6 right?</p> <p>7 A. Yes.</p> <p>8 Q. Do you remember how much that was?</p> <p>9 A. I do not.</p> <p>10 Q. You testified this morning that you were a</p> <p>11 C-suite executive at the time you were terminated, right?</p> <p>12 A. Yes.</p> <p>13 Q. And as a C-suite executive, BlackBerry reported</p> <p>14 your compensation packages in its SEC filings, right?</p> <p>15 A. Yeah. I don't know if it was because I was a</p> <p>16 C-suite executive or corporate officer. I don't know.</p> <p>17 Q. In either case, your sort of stature with the</p> <p>18 company was such that BlackBerry had report your</p> <p>19 compensation, right?</p> <p>20 A. I learned that today, yeah.</p> <p>21 Q. I would like to, please, put a new exhibit in</p> <p>22 the chat. I will mark this as Exhibit 11.</p> <p>23 (Thereafter, Defendant's Exhibit</p> <p>24 Number 11 was marked for</p> <p>25 identification.)</p>	<p style="text-align: right;">Page 161</p> <p>1 MS. BECK: Which says it's loading, which on my</p> <p>2 end, which might take a second on yours.</p> <p>3 THE WITNESS: What is this?</p> <p>4 MS. BECK: If you go to the first page, you see</p> <p>5 there's a slip sheet for a filing with the U.S.</p> <p>6 Securities and Exchange Commission.</p> <p>7 I will represent to you that this is</p> <p>8 BlackBerry's proxy statement for a meeting on June 25,</p> <p>9 2024.</p> <p>10 THE WITNESS: Uh-huh.</p> <p>11 BY MS. BECK:</p> <p>12 Q. You can see that date on page 3.</p> <p>13 Do you see that?</p> <p>14 A. Uh-huh.</p> <p>15 Q. If you go, please, to page 39.</p> <p>16 A. 39. Bear with me, please.</p> <p>17 Q. No problem.</p> <p>18 A. Uh-huh.</p> <p>19 Q. There is a summary, executive compensations</p> <p>20 table.</p> <p>21 Do you see that?</p> <p>22 A. Uh-huh.</p> <p>23 Q. It says, "The following table provides a summary</p> <p>24 of the total compensation awarded to --"</p> <p>25 (Court Reporter interjection.)</p>

<p style="text-align: right;">Page 166</p> <p>1 A. I was told that – it was a very quick call. I 2 was told that my function was no longer needed at my 3 level. 4 Q. To your knowledge, has BlackBerry ever hired 5 someone to replace you as chief government affairs? 6 A. I haven't followed – I put that behind me. 7 Haven't followed to look. 8 Q. To your knowledge, has BlackBerry hired any new 9 C-suite executive to manage government affairs or public 10 policy functions? 11 A. I don't know how BlackBerry's managing it now. 12 Q. But you would expect that person to also be 13 reported in BlackBerry's SEC filings if they existed, 14 right? 15 MS. SCHOLAR: Objection to the extent it calls 16 for speculation. You can answer. 17 THE WITNESS: What's the question? Would they 18 be reported? I – 19 MS. BECK: I can ask a better question. 20 THE WITNESS: This is beyond my – I don't 21 follow BlackBerry's SEC filings, so, anymore, so... 22 BY MS. BECK: 23 Q. Your role at your level was reported by 24 requirement in BlackBerry's SEC filings, right? 25 A. I see it in BlackBerry's SEC filings that you</p>	<p style="text-align: right;">Page 167</p> <p>1 put in front of me. 2 Q. So if someone had replaced you at the same 3 level, you'd expect to see them in SEC filings, too, 4 right? 5 MS. SCHOLAR: Objection. 6 THE WITNESS: Yeah. Or – or it could have been 7 transferred to someone who was already in the SEC 8 filings. I don't know. 9 BY MR. BECK: 10 Q. Fair enough. 11 A. I don't follow BlackBerry – I think we're 12 getting beyond my, you know – this is – and I've 13 honestly just not been following what BlackBerry's been 14 doing. 15 Q. Very fair. 16 A. After I, you know – this is six months ago 17 behind me. 18 Q. Very fair. So, fair to say you don't have any 19 reason to think – you don't have any reason to think 20 that BlackBerry replaced you? You haven't been 21 following. 22 A. I haven't been following whether they replaced 23 me or whether they replaced me by moving it to someone 24 else in the C-suite. It's – they could have done that, 25 I don't know.</p>
<p style="text-align: right;">Page 168</p> <p>1 Q. I think – I think this may be the end of my 2 questions. But if we – if everyone doesn't mind, if we 3 can just take a five-minute break so I can make sure I'm 4 not – not missing anything. 5 MS. SCHOLAR: Sounds good. 6 THE VIDEOGRAPHER: We are now off the record. 7 The time is 2:01 p.m. 8 (Whereupon, a break was taken.) 9 THE VIDEOGRAPHER: We are now back on the 10 record. The time is 2:04 p.m. 11 MS. BECK: That's all the questions I have for 12 the moment, Ms. Dickman. Thank you. 13 MS. BOURN: Just really quickly. 14 EXAMINATION 15 BY MS. BOURN: 16 Q. Ms. Dickman, from what I understand your 17 testimony past Ms. Beck's asking you questions, is that 18 you had very little interactions with Ms. Sandhu; is that 19 right? 20 A. Yeah. Limited. I think you saw – yeah, 21 examples of the limited interaction. Yeah. 22 Q. And those two limited interactions included two 23 exhibits that we looked at today? 24 A. Yes. 25 MS. BECK: Objection, misstates testimony.</p>	<p style="text-align: right;">Page 169</p> <p>1 BY MS. BOURN: 2 Q. And in your work, Ms. Neelam was working in 3 California and you were working in a different location; 4 is that right? 5 A. Yes, ma'am. 6 Q. And the interactions of the two of you would 7 have had would have been primarily documented in e-mails; 8 is that right? 9 A. Yeah. And those were probably the ones. 10 Q. So the extent is as to what you can testify to 11 as to who Neelam was as an employee and your experiences 12 with her are limited to two e-mails; is that about right? 13 A. Yeah. 14 MS. BECK: Objection, misstates testimony. 15 BY MS. BOURN: 16 Q. Yeah. 17 A. I mean, it's – so, I also sat in staff meetings 18 with her. I was on video, you know, but we weren't in a, 19 you know – but there were a lot of people there, and – 20 yeah. 21 Q. So you really don't have much experience working 22 with Ms. Sandhu, do you? 23 A. No. People in sales would have much more 24 experience. 25 MS. SCHOLAR: I apologize, I don't – I believe</p>

<p style="text-align: right;">Page 186</p> <p>1 think the record's clear, and – and hopefully we can let 2 Ms. Dickman go. 3 MS. BOURN: Yeah. Have a good evening, 4 Ms. Dickman. Thank you. 5 MS. SCHOLAR: The witness will read and sign. 6 Will I receive the contact information for 7 Ms. Pish so that I may reach out for a transcript or will 8 I receive automatic notification? 9 THE VIDEOGRAPHER: I was going to get them on 10 the record, just a moment, and then I will ask for 11 everybody's – thank you. 12 Madam Court Reporter, would you like to get all 13 orders, including video requests, on the record? 14 MS. BOURN: The plaintiff will take the 15 deposition and video, no rush. 16 MS. BECK: Same for defendant, please, and 17 synced, please. 18 MS. SCHOLAR: Yes. Yes. You asked for that, 19 and it completely slipped my mind, and I apologize. 20 THE VIDEOGRAPHER. Thank you. 21 This concludes the video record of today's 22 deposition of Marjorie Dickman. The original media of 23 this deposition will remain in the custody of Talty Court 24 Reporters, Incorporated, located in San Jose, California. 25 We're going off the record at 2:30 p.m.</p>	<p style="text-align: right;">Page 187</p> <p>1 (Whereupon, the proceedings concluded.) 2 ---o0o--- 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p>
<p style="text-align: right;">Page 188</p> <p>1 STATE OF CALIFORNIA) 2) Ss. 3 COUNTY OF MARIPOSA) 4 I, MYRA A. PISH, Certified Shorthand Reporter, in and 5 for the State of California, Certificate No. 11613, do hereby 6 certify: 7 That the witness in the foregoing remote deposition was 8 by me first duly sworn to testify to the truth, the whole 9 truth, and nothing but the truth in the foregoing cause; that 10 the deposition was taken before me at the time and place herein 11 named; that said deposition was reported by me, to the best of 12 my ability by machine shorthand, and transcribed through 13 computer-aided means, under my direction; and that the 14 foregoing transcript is a true record of the testimony elicited 15 at the proceedings had at said remote deposition. 16 I do further certify that I am a disinterested person 17 and am in no way interested in the outcome of this action or 18 connected with, or related to, any of the parties in this 19 action, or to their respective counsel. 20 DATED: September 25, 2025 21 MARIPOSA, CALIFORNIA 22 23 24 MYRA A. PISH, CSR, RPR 25 Certificate No. 11613</p>	<p style="text-align: right;">Page 189</p> <p>1 DECLARATION UNDER PENALTY OF PERJURY 2 3 I, Marjorie Dickman, do hereby certify under penalty of 4 perjury that I have read the foregoing transcript of my 5 deposition, taken on September 11, 2025, that I have made such 6 corrections as appear noted on the Deposition Errata Page, 7 attached hereto, signed by me; that my testimony as contained 8 herein, as corrected, is true and correct. 9 10 Dated this _____ day of _____, 2025, at 11 _____, California. 12 13 14 _____ 15 MARJORIE DICKMAN 16 17 18 19 20 21 22 23 24 25</p>

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